

Kramer
Connelly
Soukup
Boettger
McKinley

SSB-1190

Education

Succeeded By

SENATE FILE SF/HF 476

BY (PROPOSED COMMITTEE ON
EDUCATION BILL BY
CHAIRPERSON BOETTGER)

Passed Senate, Date _____ Passed House, Date _____

Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____

Approved _____

A BILL FOR

1 An Act relating to the establishment of a student achievement and
2 teacher quality program.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

1 Section 1. INTENT. It is the intent of the general
2 assembly to create a student achievement program that
3 acknowledges that outstanding teachers are a key component in
4 student success. This Act establishes a student achievement
5 and teacher quality program that includes a career path for
6 teachers, with compensation levels that strengthen Iowa's
7 ability to attract and retain quality teachers. This Act also
8 establishes a team-based variable pay plan that rewards
9 teachers when student achievement reaches or exceeds academic
10 performance goals. The total comprehensive education
11 improvement plan set forth in this Act also includes
12 provisions for beginning teacher mentoring and induction
13 programs and for professional development designed to directly
14 improve teacher skills and knowledge.

15 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT AND
16 TEACHER QUALITY PROGRAM.

17 A student achievement and teacher quality program is
18 established to promote high student achievement. The program
19 shall consist of the following four major elements:

20 1. Mentoring and induction programs that provide support
21 for beginning teachers in accordance with sections 284.5 and
22 284.6.

23 2. Career paths with compensation levels that strengthen
24 Iowa's ability to recruit and retain teachers.

25 3. Professional development designed to directly support
26 best teaching practices.

27 4. Team-based variable pay that provides additional
28 compensation when student performance improves.

29 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

30 As used in this chapter, unless the context otherwise
31 requires:

32 1. "Beginning teacher" means, except as provided in
33 section 272.28, an individual serving under a provisional, or
34 a conditional license as defined in section 272.1, subsection
35 3A, issued by the board of educational examiners under chapter

1 272, who is assuming a position as a classroom teacher.

2 2. "Classroom teacher" means an individual who holds a
3 valid practitioner's license and who is employed under a
4 teaching contract with a school district or area education
5 agency in this state to provide classroom instruction to
6 students.

7 3. "Department" means the department of education.

8 4. "Director" means the director of the department of
9 education.

10 5. "Evaluator" means a practitioner who successfully
11 completes an evaluator training program pursuant to section
12 284.10.

13 6. "Mentor" means an individual employed by a school
14 district or area education agency as a classroom teacher who
15 holds a valid practitioner's license issued under chapter 272.
16 The individual must have a record of four years of successful
17 teaching practice, must be employed as a classroom teacher on
18 a nonprobationary basis, and must demonstrate professional
19 commitment to both the improvement of teaching and learning
20 and the development of beginning teachers.

21 7. "School board" means the board of directors of a school
22 district or a collaboration of boards of directors of school
23 districts.

24 8. "State board" means the state board of education.

25 9. "Teacher" means an individual holding a practitioner's
26 license issued under chapter 272, who is employed as a
27 teacher, librarian, media specialist, or counselor in a
28 nonadministrative position by a school district or area
29 education agency pursuant to a contract issued by a board of
30 directors under section 279.13. A teacher may be employed in
31 both an administrative and a nonadministrative position by a
32 board of directors and shall be considered a part-time teacher
33 for the portion of time that the teacher is employed in a
34 nonadministrative position. "Teacher" includes a licensed
35 individual employed on a less than full-time basis by a school

1 district through a contract between the school district and an
2 institution of higher education with a practitioner
3 preparation program in which the licensed teacher is enrolled.

4 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING STANDARDS.

5 1. For purposes of this chapter and for developing teacher
6 evaluation criteria under chapter 279, the Iowa teaching
7 standards are as follows:

- 8 a. Content knowledge.
- 9 b. Planning and preparation for instruction.
- 10 c. Instructional delivery.
- 11 d. Monitoring student learning.
- 12 e. Classroom management.
- 13 f. Professional responsibilities.

14 2. A school board has the responsibility to adopt core
15 knowledge and skill components based upon the standards
16 established in this section and the models developed pursuant
17 to section 256.9, subsection 51, for purposes of creating a
18 professional development program, teacher evaluations under
19 chapter 279, and for performance review, advancement, and
20 licensure of teachers in accordance with chapter 272 and this
21 chapter. Faculty shall be involved in developing the core
22 knowledge and skill components adopted by the school board.

23 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

24 It is the intent of the general assembly that all school
25 districts participate in the student achievement and teacher
26 quality program. A school district is eligible to receive
27 moneys appropriated for purposes specified in this chapter if
28 the school board applies to the department to participate in
29 the student achievement and teacher quality program and
30 submits a written statement declaring the school district's
31 commitment to do all of the following:

- 32 1. Commit and expend local moneys to improve student
33 achievement and teacher quality.
- 34 2. Implement a beginning teacher mentoring and induction
35 program as provided in this chapter.

1 3. Provide two more contract days than provided in the
 2 school year beginning July 1, 2001, and two more contract days
 3 than provided in the school year beginning July 1, 2002, and
 4 to remain at no less than that number of contract days for
 5 each succeeding school year, to provide additional time for
 6 teachers to engage in research-based professional development
 7 that aligns with student learning and teacher development
 8 needs in order to achieve attendance center and districtwide
 9 student achievement goals outlined in the district
 10 comprehensive school improvement plan. The department shall
 11 provide school districts with strategies for restructuring the
 12 school calendar to provide for the most effective professional
 13 development.

14 4. Adopt teacher career paths based upon demonstrated
 15 knowledge and skills in accordance with this chapter.

16 5. Adopt a team-based variable pay plan, based upon a
 17 statewide model. The pay plan shall reward attendance level
 18 success.

19 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING
 20 AND INDUCTION PROGRAM ESTABLISHED.

21 1. The department shall coordinate a beginning teacher
 22 mentoring and induction program to promote excellence in
 23 teaching, build a supportive environment within school
 24 districts, increase the retention of promising beginning
 25 teachers, and promote the personal and professional well-being
 26 of teachers. By July 1, 2002, a school board shall provide
 27 for an approved two-year beginning teacher mentoring and
 28 induction program.

29 2. The state board shall adopt rules providing for an
 30 approval process for beginning teacher mentoring and induction
 31 program plans submitted in accordance with section 284.6. The
 32 department may disapprove a plan submitted by a school board
 33 if the plan does not meet the minimum criteria set forth in
 34 section 284.6. However, if the department disapproves the
 35 plan, the department shall provide the school board with

1 recommendations for plan improvements and allow the school
2 district to resubmit the plan for consideration. It is the
3 intent of the general assembly that the department approve
4 plans that incorporate local innovation and take into
5 consideration local needs.

6 Sec. 7. NEW SECTION. 284.6 BEGINNING TEACHER MENTORING
7 AND INDUCTION PROGRAM PLANS.

8 1. Each participating school district shall develop and
9 submit to the department a beginning teacher mentoring and
10 induction program plan which shall, at a minimum, provide the
11 process for the selection of and the number of mentors; the
12 mentor training process; the timetable by which the plan shall
13 be implemented; placement of mentors and beginning teachers;
14 release time for mentors and beginning teachers for planning,
15 demonstration, observation, feedback, and workshops;
16 additional compensation for mentors; the process for
17 dissolving mentor and beginning teacher partnerships; the
18 programs utilized to train mentors and evaluators; and the
19 process for measuring the results of the program.

20 2. Prior to the start of each school year, the school
21 district shall prepare, in consultation with a mentor and
22 beginning teacher, that teacher's mentoring and induction
23 program plan and shall inform the teacher of the criteria upon
24 which the teacher will be evaluated.

25 Sec. 8. NEW SECTION. 284.7 TEACHER CAREER DEVELOPMENT.

26 1. The department shall coordinate a statewide network of
27 professional development programs that, at a minimum, shall:

28 a. Support individual teacher improvement based upon the
29 Iowa teaching standards.

30 b. Align with district and attendance center student
31 achievement goals as outlined in the district's comprehensive
32 school improvement plan.

33 c. Provide teachers with research-based strategies in
34 teaching, learning, and leadership.

35 d. Contain an evaluation component to determine the

1 changes in teacher instructional practices that impact on
2 student learning.

3 2. The state board shall prescribe standards and
4 procedures for the approval of professional development
5 programs and providers. Professional development offered
6 under this chapter may be provided by an approved public or
7 private entity.

8 3. A participating school district shall establish and
9 maintain a district teacher career development plan that is
10 linked to the Iowa teaching standards, the core knowledge and
11 skill components adopted by the school board, and the
12 comprehensive school improvement plan submitted to the
13 department in accordance with section 256.7, subsection 21.
14 In addition, at a minimum, the district teacher career
15 development plan shall:

16 a. Focus teaching practices on the academic indicators and
17 goals specified in the comprehensive school improvement plan.

18 b. Provide a comprehensive professional development plan
19 for teachers that meets the needs of the district and the
20 individual teachers.

21 4. The school district shall provide access by teachers to
22 professional development, through public and private providers
23 approved by the state board, that meets the criteria set forth
24 in subsection 1.

25 5. In cooperation with the teacher's supervisor, the
26 teacher employed by a participating school district shall
27 develop an individual teacher career development plan. The
28 individual plan shall be based, at a minimum, on the Iowa
29 teaching standards, the needs of the teacher, the students,
30 the attendance center, and the school district as outlined in
31 the comprehensive school improvement plan. The individual
32 plan shall be reviewed at the teacher's annual evaluation.

33 Sec. 9. NEW SECTION. 284.8 IOWA TEACHER CAREER PATH.

34 To promote continuous improvement in Iowa's quality
35 teaching workforce and to give Iowa teachers the opportunity

1 for career recognition that reflects the various roles
2 teachers play as educational leaders, an Iowa teacher career
3 path is established for teachers employed by participating
4 school districts.

5 1. PROVISIONAL TEACHER. A provisional teacher is a
6 teacher who meets the following requirements:

7 a. Successfully completed an approved practitioner
8 preparation program as defined in section 272.1.

9 b. Holds a provisional teacher license issued by the board
10 of educational examiners.

11 c. Participates in the beginning teacher mentoring and
12 induction program as provided in this chapter.

13 2. CAREER I TEACHER. A career I teacher is a teacher who
14 meets the following requirements:

15 a. Successfully completed the beginning teacher mentoring
16 and induction program as provided in this chapter.

17 b. Is evaluated by the school district as demonstrating
18 the competencies of a career teacher.

19 c. Holds a career teacher license issued by the board of
20 educational examiners.

21 d. Participates in teacher career development as set forth
22 in this chapter and demonstrates continuous improvement in
23 teaching.

24 3. CAREER II TEACHER. A career II teacher is a teacher
25 who meets the requirements of subsection 2, paragraphs "a",
26 "c", and "d", and who has met endorsement requirements
27 established by the school district that employs the teacher,
28 and who is evaluated by the school district as demonstrating
29 the competencies of a career II teacher.

30 4. ADVANCED TEACHER. An advanced teacher is a teacher who
31 meets the following requirements:

32 a. Is evaluated by the school district as demonstrating
33 the competencies of an advanced teacher.

34 b. Successfully completed the comprehensive evaluation to
35 be classified as an advanced teacher.

1 c. Holds an advanced teacher license from the board of
2 educational examiners.

3 d. Participates in teacher career development as outlined
4 in this chapter and demonstrates continuous improvement in
5 teaching.

6 e. Possesses the skills and qualifications to assume
7 leadership roles.

8 Sec. 10. NEW SECTION. 284.9 EVALUATION REQUIREMENTS --
9 PANEL.

10 1. a. The principal at an attendance center shall
11 annually evaluate the teachers employed at the attendance
12 center. The principal may designate another evaluator to
13 conduct the annual evaluation of a teacher. The evaluation
14 shall include classroom observation of the teacher and may
15 include supporting documentation from other supervisors,
16 parents, and students.

17 b. A teacher may be comprehensively evaluated for purposes
18 of performance review, advancement, or licensure. A teacher
19 shall be comprehensively evaluated at least once every five
20 years or each time advancement to a higher career path level
21 is contemplated. Comprehensive evaluations shall be conducted
22 by the principal of the attendance center that employs the
23 teacher or by another evaluator designated by the principal or
24 by the principal's designee and one additional evaluator.
25 chosen from a pool of evaluators available to the school
26 district. A school district may collaborate with one or more
27 other school districts and with one or more area education
28 agencies to establish a pool of evaluators.

29 c. If a comprehensive evaluation conducted for a teacher
30 does not include a recommendation for advancement, a
31 comprehensive evaluation shall be conducted for the teacher no
32 sooner than one year from the date of the last comprehensive
33 evaluation.

34 2. The director, in consultation with representatives of
35 classroom teachers, national board-certified teachers,

1 administrators, school board members, the two largest
2 organizations representing teachers in the state, and
3 institutions of higher education, shall appoint a review panel
4 consisting of seven individuals knowledgeable in making a
5 determination of whether the evidence submitted by a teacher
6 demonstrates that a teacher has superior teaching skills. A
7 panel member shall serve a three-year term with the terms of
8 panel members staggered. A panel member may serve two terms
9 on a review panel. A panel shall convene as necessary and the
10 department of education shall provide staff support for the
11 review panels. The purpose of the panel is to perform random
12 audits of the comprehensive evaluations conducted by
13 evaluators throughout the state.

14 3. The state board shall adopt rules to administer this
15 section.

16 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING PROGRAM.

17 1. The department shall establish an evaluator training
18 program to improve the skills of school district evaluators in
19 making employment decisions, making recommendations for
20 licensure, and moving teachers through a career path as
21 established under this chapter. The department shall consult
22 with persons representing classroom teachers, national board-
23 certified teachers, administrators, school boards, higher
24 education institutions with approved practitioner and
25 administrator preparation programs, the two largest
26 organizations representing teachers in this state, and with
27 persons from the private sector knowledgeable in employment
28 evaluation and evaluator training in order to develop
29 standards and requirements for the program. Evaluator
30 training programs offered pursuant to this chapter may be
31 provided by an approved public or private entity.

32 2. A practitioner licensed under chapter 272 who conducts
33 evaluations of teachers for purposes of this chapter shall
34 complete the evaluator training program. Upon successful
35 completion, the provider shall provide evidence to the board

1 of educational examiners that the practitioner is qualified to
 2 conduct evaluations for employment, make recommendations for
 3 licensure, and make recommendations that a teacher is
 4 qualified to advance from one career path level to the next
 5 career path level pursuant to this chapter. Certification by
 6 the board of educational examiners is for a period of five
 7 years and may be renewed.

8 3. Effective until July 1, 2004, a school district shall
 9 pay an award, from moneys allocated pursuant to section
 10 284.14, subsection 2, paragraph "c", in the amount of one
 11 thousand dollars to each individual who is licensed as a
 12 practitioner under chapter 272 on or after July 1, 2001, and
 13 who has been certified in accordance with this section. By
 14 July 1 annually, the school district shall notify the
 15 department of education of the number of individuals who have
 16 achieved certification in accordance with this section, and
 17 shall submit any documentation requested by the department.

18 4. The department shall establish statewide
 19 recommendations for the number of evaluators each district
 20 should have available based on the enrollment of the district.
 21 A school district may collaborate with other school districts
 22 to meet the recommended number of evaluators.

23 5. By July 1, 2002, a higher education institution
 24 approved by the state board to provide an administrator
 25 preparation program shall incorporate the evaluator training
 26 program into the program offered by the institution.

27 6. Beginning July 1, 2004, the board of educational
 28 examiners shall require certification as a condition of
 29 issuing or renewing an administrator's license.

30 Sec. 12. NEW SECTION. 284.11 CAREER PATH COMPENSATION.

31 1. A participating school district shall use funding
 32 allocated under section 284.14, subsection 3, to do the
 33 following:

34 a. Raise the district's minimum salary for a first-year
 35 beginning teacher by at least one thousand dollars above the

1 salary paid to beginning teachers in the previous fiscal year.
2 However, a district is not required to raise the minimum
3 salary if the district's average beginning teacher salary is
4 twenty-five thousand dollars or more.

5 b. Raise the salary of a second-year beginning teacher by
6 at least one thousand dollars above the salary paid to a
7 first-year beginning teacher in the previous fiscal year.
8 However, a district is not required to raise the salary of a
9 second-year beginning teacher as provided in this subsection
10 if the district's average beginning teacher salary is twenty-
11 six thousand dollars or more.

12 c. Provide a two thousand dollar difference between the
13 maximum beginning teacher salary and the minimum career I
14 teacher salary. After receiving a salary as a career I
15 teacher for five years, a career I teacher shall not be
16 eligible for a cost-of-living increase negotiated pursuant to
17 chapter 20 until the teacher successfully advances to the
18 level of career II teacher.

19 d. Establish, not later than July 1, 2002, or one fiscal
20 year after becoming a participating district, a minimum salary
21 for an advanced teacher that is at least fifteen thousand
22 dollars greater than the minimum career I teacher salary.

23 2. A teacher employed in a participating district shall
24 not receive less compensation in that participating district
25 than the teacher received in the school year starting July 1,
26 2001, due to implementation of this chapter.

27 Sec. 13. NEW SECTION. 284.12 TEAM-BASED VARIABLE PAY FOR
28 STUDENT ACHIEVEMENT.

29 1. The state shall, by July 1, 2003, develop and implement
30 a team-based variable pay plan that will utilize valid and
31 reliable assessments to accurately measure the growth in
32 performance of Iowa students. The pay plan shall do the
33 following:

34 a. Focus on student performance in kindergarten through
35 grade twelve with the emphasis at the elementary and middle

1 school level placed on student performance in the core
2 courses, including but not limited to reading and mathematics.

3 b. Provide for incentive awards to those school attendance
4 centers that achieve annual performance standards.

5 2. A school district shall use moneys appropriated for
6 purposes of this section to provide a cash award to all of the
7 licensed practitioners at an attendance center that meets or
8 exceeds annual standards of performance. The school district
9 may extend cash awards to other staff employed at the
10 attendance center. The cash award shall not be included
11 within an employee's base pay.

12 3. A performance fund is established in the office of the
13 treasurer of state under the control of the department.
14 Notwithstanding section 8.33, moneys in the fund shall not
15 revert and shall be available for expenditure for purposes of
16 team-based variable pay in accordance with this section.

17 4. Moneys received under this section by a school district
18 shall not be used for payment of any collective bargaining
19 agreement or arbitrator's decision negotiated or awarded under
20 chapter 20.

21 Sec. 14. NEW SECTION. 284.13 REPORT.

22 1. The department shall annually report the statewide
23 progress on the following:

- 24 a. Beginning teacher mentoring and induction program.
- 25 b. Improvement in teacher compensation.
- 26 c. Evaluator training program.
- 27 d. Changes and improvements in the evaluation of teachers
28 under the Iowa teaching standards.
- 29 e. Team-based variable pay for student achievement.
- 30 f. Impact on attracting and retaining teachers in the
31 profession.

32 2. The report shall be made available to the chairpersons
33 and ranking members of the senate and house committees on
34 education, the state board, and school districts by January 1.
35 School districts shall provide information as required by the

1 department for the compilation of the report and for
2 accounting and auditing purposes.

3 3. The department of education shall annually submit to
4 the chairpersons and ranking members of the senate and house
5 committees on education the findings of the review panel
6 created pursuant to section 284.9.

7 4. The board of educational examiners shall compile
8 statistical information from the results of the examinations
9 administered pursuant to section 272.2, subsection 16. The
10 information compiled shall identify the practitioner
11 preparation programs from which the applicants graduated, but
12 shall not identify applicants individually. The statistical
13 information compiled by the board pursuant to this subsection
14 is a public record. The board shall submit a review of the
15 statistical information to the chairpersons and ranking
16 members of the senate and house education committees and the
17 state board by December 1, 2003.

18 Sec. 15. NEW SECTION. 284.14 STATE PROGRAM ALLOCATION.

19 1. For the fiscal years beginning on or after July 1,
20 2001, the department shall deposit not less than fifteen
21 percent of any moneys appropriated for purposes of this
22 chapter into the performance fund established in section
23 284.12. It is the intent of the general assembly that the
24 percentage of funds provided for purposes of team-based
25 variable pay shall increase annually until the level of thirty
26 percent is reached. Commencing with the fiscal year beginning
27 July 1, 2002, for each fiscal year in which moneys are
28 appropriated by the general assembly for purposes of team-
29 based variable pay pursuant to section 284.12, the amount of
30 moneys allocated to school districts shall be in the
31 proportion that the basic enrollment of a school district
32 bears to the sum of the basic enrollments of all school
33 districts in the state for the budget year.

34 2. Except as provided in subsection 1, for each fiscal
35 year in which moneys are appropriated by the general assembly

1 for purposes of the student achievement and teacher quality
2 program, the moneys shall be allocated as follows:

3 a. For the fiscal year beginning July 1, 2001, and ending
4 June 30, 2002, to the department of education, the amount of
5 one million nine hundred thousand dollars for the issuance of
6 national board certification awards in accordance with section
7 256.44.

8 b. For the fiscal year beginning July 1, 2001, and ending
9 June 30, 2002, an amount up to two million four hundred
10 thousand dollars, and for the fiscal year beginning July 1,
11 2002, and ending June 30, 2003, an amount up to four million
12 seven hundred thousand dollars, to the department of education
13 for distribution to school districts for purposes of the
14 beginning teacher mentoring and induction programs, based upon
15 the proportion that the number of beginning teachers employed
16 by a school district during the fiscal year in which moneys
17 are appropriated for the program bears to the total number of
18 beginning teachers employed by all school districts in the
19 state during the fiscal year. Moneys received by a school
20 district pursuant to this paragraph shall be expended to
21 provide each mentor with an award of five hundred dollars per
22 semester, at a minimum, for participation in the school
23 district's beginning teacher mentoring and induction program;
24 to implement the plan; and to pay any applicable costs of the
25 employer's share of contributions to federal social security
26 and the Iowa public employees' retirement system or a pension
27 and annuity retirement system established under chapter 294,
28 for such amounts paid by the district.

29 c. For the fiscal year beginning July 1, 2001, and ending
30 June 30, 2002, up to one million five hundred thousand dollars
31 to the department of education for purposes of establishing
32 the evaluator training program, including but not limited to
33 the development of criteria models; an evaluation process; the
34 training of providers; development of a provider approval
35 process; training materials and costs; awards for

1 practitioners under section 284.10, subsection 3, and to pay
2 any applicable costs of the employer's share of contributions
3 to federal social security and the Iowa public employees'
4 retirement system or a pension and annuity retirement system
5 established under chapter 294, for such amounts paid by the
6 district; and for subsidies to school districts for training
7 costs. Moneys distributed to school districts for the
8 purposes of evaluator training programs shall be distributed
9 based upon the proportion that the number of administrators
10 employed by a school district during the fiscal year in which
11 moneys are appropriated for the program bears to the total
12 number of administrators employed by all school districts in
13 the state during the fiscal year.

14 d. For the fiscal year beginning July 1, 2001, and ending
15 June 30, 2002, up to one million dollars to the department of
16 education for purposes of implementing the professional
17 development program requirements of section 284.7, and the
18 review panel requirements of section 284.9.

19 e. For each fiscal year in the fiscal period beginning
20 July 1, 2001, and ending June 30, 2003, up to five hundred
21 thousand dollars to the board of educational examiners for the
22 fees and costs incurred in administering the Praxis II
23 examination in accordance with section 272.2, subsection 16.

24 3. For the fiscal year beginning July 1, 2001, and ending
25 June 30, 2002, the amount of moneys remaining after
26 distribution as provided in subsection 2, shall be allocated
27 to school districts in accordance with the following formula:

28 a. Fifty percent of the allocation shall be in the
29 proportion that the basic enrollment of a school district
30 bears to the sum of the basic enrollments of all school
31 districts in the state for the budget year.

32 b. Fifty percent of the allocation shall be based upon the
33 proportion that the number of full-time equivalent teachers
34 employed by a school district bears to the sum of the number
35 of full-time equivalent teachers who are employed by all

1 school districts in the state for the base year.

2 4. If a school district does not choose to participate in
3 the student achievement and teacher quality program during the
4 school year beginning July 1, 2001, the amount of moneys to be
5 allocated to the school district pursuant to subsection 3
6 shall be held for the school district by the department until
7 June 30, 2003, or until the school district participates in
8 the program, whichever occurs earlier. Notwithstanding
9 section 8.33, unencumbered or unobligated funds remaining on
10 June 30, 2002, shall not revert but shall be available for
11 expenditure for the following fiscal year for the purposes of
12 this chapter.

13 5. Moneys received by a school district under this chapter
14 are miscellaneous income for purposes of chapter 257 or are
15 considered encumbered. A school district shall maintain a
16 separate listing within its budget for payments received and
17 expenditures made pursuant to this section.

18 Sec. 16. Section 256.7, Code 2001, is amended by adding
19 the following new subsection:

20 NEW SUBSECTION. 25. Prescribe standards and procedures
21 for the approval of a nontraditional practitioner preparation
22 instruction program to be offered by practitioner preparation
23 institutions in this state in accordance with section 272.2,
24 subsection 13.

25 Sec. 17. Section 256.9, Code 2001, is amended by adding
26 the following new subsections:

27 NEW SUBSECTION. 51. Develop models of core knowledge and
28 skill components, based upon the Iowa teaching standards, for
29 the evaluation, the advancement, and for teacher career
30 development purposes pursuant to chapter 284. The components
31 shall further define the characteristics of quality teaching
32 as established by the Iowa teaching standards.

33 NEW SUBSECTION. 52. Establish an evaluator training
34 program to train evaluators on the process and procedures and
35 content of an evaluation based upon the Iowa teaching

1 standards.

2 Sec. 18. Section 256.16, Code 2001, is amended by adding
3 the following new subsection:

4 NEW SUBSECTION. 3. Pursuant to section 256.7, subsection
5 25, the state board shall adopt rules for higher education
6 institutions providing practitioner preparation to develop and
7 offer a nontraditional practitioner preparation instruction
8 program for persons preparing to teach at the secondary level
9 that, at a minimum, meets the requirements established
10 pursuant to section 256.7, subsection 25. The program shall
11 include coursework in education theory, instructional methods,
12 classroom management, and practice teaching. The program
13 shall consist of two twelve-week courses of study, the first
14 of which a student shall successfully complete prior to
15 receiving a conditional license pursuant to section 272.2,
16 subsection 13, paragraphs "a" and "b". Prior to licensure as
17 an administrator or a provisional teacher, a student shall
18 successfully complete the second twelve-week course of study
19 in accordance with section 272.2, subsection 13. The
20 institution that delivers the coursework to a practitioner
21 pursuant to this subsection shall, in consultation with the
22 practitioner's evaluator at the school district or accredited
23 nonpublic school of employment, submit to the board of
24 educational examiners a comprehensive evaluation of the
25 practitioner's performance by July 1 following the
26 practitioner's year of employment under a conditional license.

27 Sec. 19. Section 272.1, Code 2001, is amended by adding
28 the following new subsection:

29 NEW SUBSECTION. 3A. "Conditional license" means the
30 authority that is given to allow a person to legally serve as
31 a practitioner on a temporary basis while the person completes
32 a nontraditional practitioner preparation program.

33 Sec. 20. Section 272.2, subsection 1, Code 2001, is
34 amended to read as follows:

35 1. a. License practitioners, who do not hold or receive a

1 license from another professional licensing board, and
 2 professional development programs, except for programs
 3 developed and offered by practitioner preparation institutions
 4 or area education agencies and approved by the state board of
 5 education. Licensing authority includes the authority to
 6 establish criteria for the licenses, including but not limited
 7 to establish issuance and renewal requirements, creation of
 8 create application and renewal forms, creation of create
 9 licenses that authorize different instructional functions or
 10 specialties, development of develop a code of professional
 11 rights and responsibilities, practice, and ethics, and the
 12 authority to develop any other classifications, distinctions,
 13 and procedures which may be necessary to exercise licensing
 14 duties in this chapter. A code of professional rights and
 15 responsibilities, practice, and ethics shall address but not
 16 be limited to the habitual failure of a practitioner to
 17 fulfill contractual obligations under section 279.13.

18 b. License teachers employed by a school district as
 19 provided in paragraph "a" and in accordance with the
 20 requirements of section 284.8, as provisional, career, and
 21 advanced teachers. A school district shall submit in a timely
 22 manner, on forms provided by the board, evidence that a
 23 teacher employed by the district has met the career path
 24 requirements of section 284.8. A license issued to a career
 25 or advanced teacher, pursuant to this paragraph, shall be
 26 valid for five years.

27 c. Notwithstanding section 272.28, subsection 1, a teacher
 28 shall be licensed in accordance with rules adopted pursuant to
 29 chapter 272, Code 2001, if the teacher successfully completes
 30 a beginning teacher mentoring program approved pursuant to
 31 chapter 256E on or before June 30, 2002, or is employed by a
 32 school district that does not offer a beginning teacher
 33 mentoring and induction program approved in accordance with
 34 this chapter during the school year beginning July 1, 2001.

35 d. Notwithstanding section 272.28, subsection 1, a teacher

1 shall be licensed as a career teacher if the teacher meets the
2 licensing requirements of chapter 272 and, prior to July 1,
3 2003, successfully completes a two-year beginning teacher
4 mentoring and induction program approved pursuant to this
5 chapter.

6 Sec. 21. Section 272.2, subsection 13, Code 2001, is
7 amended to read as follows:

8 13. Adopt rules to provide for nontraditional preparation
9 and licensing options for licensing persons who hold, at a
10 minimum, a bachelor's degree from an accredited college or
11 university, but who do not meet other requirements for
12 licensure. At a minimum, the rules shall provide for the
13 following:

14 a. An individual who possesses at least a master's degree
15 in business administration, public administration, or a
16 comparable degree or who possesses at least a bachelor's
17 degree from an accredited postsecondary institution, and life
18 experience equivalent to a master's degree in a management
19 field as determined by rule, and who has been employed for at
20 least ten consecutive years in a management position, may be
21 issued a one-year, nonrenewable conditional administrator's
22 license if the individual successfully completes an evaluator
23 training program pursuant to section 284.10, and a twelve-
24 week, nontraditional practitioner preparation instruction
25 program, in accordance with section 256.7, subsection 25. An
26 individual may be issued an administrator's license if the
27 individual successfully completes one year of employment as an
28 administrator under a conditional license and successfully
29 completes the second twelve-week course of study set forth in
30 section 256.16, subsection 3.

31 b. An individual who possesses at least a bachelor's
32 degree from an accredited postsecondary institution, and who
33 has been employed for at least five consecutive years in an
34 area requiring knowledge and practical application of the
35 individual's postsecondary academic background, may be issued

1 a one-year, nonrenewable conditional license to teach at the
 2 secondary level in the field or subject area for which the
 3 degree was issued if the individual successfully completes a
 4 twelve-week, nontraditional practitioner preparation
 5 instruction program, in accordance with section 256.7,
 6 subsection 25. An individual may be issued a provisional
 7 license to teach at the secondary level in the field or
 8 subject area for which the degree was issued if the individual
 9 successfully completes one year of teaching under a
 10 conditional license and successfully completes the second
 11 twelve-week course of study set forth in section 256.16,
 12 subsection 3. A person issued a conditional or provisional
 13 teaching license pursuant to this paragraph shall successfully
 14 complete, at a minimum, a two-year beginning teacher mentoring
 15 and induction program in accordance with sections 284.5 and
 16 284.6.

17 Sec. 22. Section 272.2, Code 2001, is amended by adding
 18 the following new subsections:

19 NEW SUBSECTION. 16. a. Administer the Praxis II
 20 examination for knowledge of pedagogies and for not more than
 21 one content area in which the applicant intends to teach to
 22 each applicant for a provisional license prior to issuance of
 23 the license. Examination fees for the examination required
 24 under this subsection shall be paid from moneys appropriated
 25 to the board for this purpose. Cost incurred for additional
 26 content area examinations shall be paid by the applicant.

27 b. This subsection is repealed effective June 30, 2003.

28 NEW SUBSECTION. 17. Certify practitioners who are
 29 licensed pursuant to this chapter and who have successfully
 30 completed an evaluator training program in accordance with
 31 section 284.10. Certification authority includes, but is not
 32 limited to, issuance and renewal requirements, creation of
 33 application and renewal forms, and to the establishment,
 34 collection, and refunding of fees for a certificate.

35 Sec. 23. NEW SECTION. 272.28 MENTORING AND INDUCTION

1 REQUIREMENT.

2 1. Effective July 1, 2003, requirements for teacher
3 licensure beyond a provisional license shall include
4 successful completion of a beginning teacher mentoring and
5 induction program approved by the state board of education.

6 2. A teacher from an accredited nonpublic school or
7 another state or country is exempt from the requirement of
8 subsection 1 if the teacher can document two years of
9 successful teaching experience within the past four years and
10 meet or exceed the requirements contained in rules adopted
11 under this chapter for endorsement and licensure.

12 Sec. 24. Section 279.14, subsection 2, Code 2001, is
13 amended to read as follows:

14 2. The determination of standards of performance expected
15 of school district personnel and of evaluation criteria
16 pursuant to section 284.3 shall be reserved as an exclusive
17 management right of the school board and shall not be subject
18 to mandatory negotiations under chapter 20. Notwithstanding
19 chapter 20, objections to the procedures, use, or content of
20 an evaluation in a teacher termination proceeding brought
21 before the school board in a hearing held in accordance with
22 section 279.16 or 279.27 shall not be subject to the grievance
23 procedures negotiated in accordance with chapter 20. A school
24 district shall not be obligated to process any evaluation
25 grievance after service of a notice and recommendation to
26 terminate an individual's continuing teaching contract in
27 accordance with chapter 279.

28 Sec. 25. Section 279.19, unnumbered paragraphs 1 and 2,
29 Code 2001, are amended to read as follows:

30 The first three two consecutive years of employment of a
31 teacher in the same school district are a probationary period.
32 However, if the teacher has successfully completed a
33 probationary period of employment for another school district
34 located in Iowa, the probationary period in the current
35 district of employment shall not exceed one year. A board of

1 directors may waive the probationary period for any teacher
2 who previously has served a probationary period in another
3 school district and the board may extend the probationary
4 period for an additional year with the consent of the teacher.

5 In the case of the termination of a probationary teacher's
6 contract, the provisions of sections 279.15 and 279.16 shall
7 apply.

8 Sec. 26. LEGISLATIVE IMPLEMENTATION COMMITTEE. The
9 legislative council is requested to establish a two-year
10 legislative implementation committee to conduct a
11 comprehensive study of team-based variable pay and make
12 recommendations for the implementation of a team-based
13 variable pay plan component of the student achievement and
14 teacher quality program. The legislative council is also
15 requested to authorize up to \$75,000 for the expenses of the
16 committee.

17 The committee shall establish the manner in which standards
18 of performance are to be determined, the level of expected
19 growth, the development of a student academic database, the
20 timeline and procedure for the collection of student
21 achievement data, identification of the structures of a team
22 for purposes of equitable operation of the plan, and a
23 timeline for implementation of the plan.

24 The committee shall recommend a means of evaluation
25 designed to determine the effect of the student achievement
26 and teacher quality plan on raising student achievement. The
27 committee shall submit preliminary recommendations to the
28 general assembly by December 15, 2001, and shall make its
29 final recommendations to the general assembly by December 15,
30 2002.

31 The committee shall be composed of six members representing
32 both political parties and both houses of the general
33 assembly. Three members shall be appointed by the president
34 of the senate, after consultation with the majority leader of
35 the senate and the minority leader of the senate. The

1 remaining three members shall be appointed by the speaker of
2 the house of representatives after consultation with the
3 majority and minority leaders of the house of representatives.

4 Sec. 27. Chapter 256E, Code 2001, is repealed.

5 Sec. 28. Section 272.33, Code 2001, is repealed effective
6 July 1, 2002.

7 Sec. 29. STATE MANDATE FUNDING SPECIFIED. In accordance
8 with section 25B.2, subsection 3, the state cost of requiring
9 compliance with any state mandate included in this Act shall
10 be paid by a school district from state school foundation aid
11 received by the school district under section 257.16. This
12 specification of the payment of the state cost shall be deemed
13 to meet all the state funding-related requirements of section
14 25B.2, subsection 3, and no additional state funding shall be
15 necessary for the full implementation of this Act by and
16 enforcement of this Act against all affected school districts.

17

EXPLANATION

18 This bill establishes a student achievement and teacher
19 quality program to improve student achievement and teacher
20 quality in Iowa. The program has four major elements:
21 providing teachers with a career path, a team-based variable
22 pay plan that rewards teachers when student performance
23 improves, professional development designed to support best
24 teaching practices, and beginning teacher mentoring and
25 induction programs.

26 SCHOOL DISTRICT RESPONSIBILITIES. A school district is
27 eligible for state program assistance only if the district
28 applies to the department of education and agrees to commit
29 and expend local moneys, implement a beginning teacher
30 mentoring and induction program, provide more contract days
31 for professional development, adopt teacher career paths, and
32 to adopt a team-based variable pay plan, once a statewide
33 model is established, to reward attendance center success in
34 improving student achievement.

35 The bill requires a school district to establish and

1 maintain a district teacher career development plan linked to
 2 Iowa's teaching standards, the core knowledge and skill
 3 components its school board adopts, and the district's
 4 comprehensive school improvement plan. The district plan is
 5 to focus teaching practices on the indicators and goals
 6 specified in the comprehensive school improvement plan and
 7 focus on an individual teacher's professional development
 8 plan. The district must provide access to staff development.
 9 The bill reduces a teacher's required probationary period to
 10 two years.

11 MENTORING AND INDUCTION. The bill repeals Code chapter
 12 256E but provides for the statewide expansion of the program
 13 it established. The bill extends the one-year program to two
 14 years and requires that all school districts provide a
 15 mentoring and induction program for beginning teachers by July
 16 1, 2002.

17 The bill provides for the development of the mentoring and
 18 induction plan by the school district. The mentoring and
 19 induction plan, under the bill, must identify the programs
 20 utilized to train mentors and evaluators.

21 The bill allows beginning teachers who complete a one-year
 22 program prior to July 1, 2002, to be licensed as a regular
 23 teacher. The bill also provides that those who successfully
 24 complete a program prior to July 1, 2003, will be licensed as
 25 career teachers.

26 STATE BOARD AND DEPARTMENT DUTIES. The bill directs the
 27 department of education to establish an evaluation training
 28 program and models of core teaching knowledge and skills. The
 29 department must also provide school districts with strategies
 30 for restructuring the school day for professional development
 31 purposes.

32 Each school district must also prepare an individual
 33 mentoring and induction program plan for each beginning
 34 teacher and inform the beginning teacher of its evaluation
 35 criteria.

1 The bill provides that the person who evaluates each
2 beginning teacher against the core teaching knowledge and
3 skills standards must successfully complete evaluator
4 training. The bill directs the department to approve
5 providers of evaluator training. Providers can include an
6 approved public or private entity.

7 STATEWIDE TEACHING STANDARDS. The bill establishes
8 teaching standards, but allows the school districts to enhance
9 the evaluation models developed by the department, with the
10 involvement of faculty.

11 LICENSURE. Under the bill, licensure beyond a provisional
12 license is tied to successful completion of a mentoring and
13 induction program for teachers applying for licensure beyond a
14 provisional license on or after July 1, 2003. The bill
15 exempts teachers from accredited nonpublic schools and other
16 states or countries who can document three recent years of
17 successful teaching experience. The bill requires that the
18 board of educational examiners administer a Praxis II
19 examination to all provisional license applicants. The fees
20 and costs of the basic examination are to be paid from moneys
21 appropriated by the general assembly for that purpose.

22 The bill also directs the board of educational examiners to
23 prescribe standards and procedures for two 12-week courses and
24 a nontraditional licensing option for persons who have at
25 least a bachelor's degree but who have not met the board's
26 other licensing requirements. The bill repeals language
27 relating to an evaluator license issued by the board.

28 CAREER DEVELOPMENT PLANNING/CAREER PATH. Each teacher,
29 with the cooperation of the teacher's supervisor, must develop
30 an individual teacher career development plan based upon the
31 Iowa teaching standards, the needs of the teacher, students,
32 the attendance center, and the school district as described in
33 the district's comprehensive school improvement plan.

34 The bill also sets forth the requirements a teacher must
35 meet along a career path as a beginning, career I, career II,

1 and advanced teacher. The bill directs the board of
2 educational examiners to license teachers at the beginning,
3 career, and advanced levels when a district submits evidence
4 that the teacher has met the requirements.

5 The bill also provides for the establishment of a regional
6 review panel charged with determining whether a teacher
7 demonstrates superior teaching skills.

8 **EVALUATION REQUIREMENTS.** The bill requires the principal
9 at an attendance center to annually evaluate the teachers
10 employed at the attendance center. A teacher shall be
11 comprehensively evaluated at least once every five years or
12 each time advancement to a higher career path level is
13 contemplated. Comprehensive evaluations must be conducted by
14 the principal or the principal's designee, or by the designee
15 and one additional evaluator chosen from a pool of evaluators
16 available to the school district. School district and area
17 education agencies may collaborate to establish a pool of
18 evaluators. If a teacher is not recommended for advancement,
19 a comprehensive evaluation shall be conducted no sooner than
20 one year from the date of the last comprehensive evaluation.
21 The bill also provides for the establishment of a review panel
22 to perform audits of the comprehensive evaluations conducted
23 statewide.

24 **CAREER PATH COMPENSATION.** The bill provides that a first-
25 year beginning teacher must be paid \$1,000 more than the
26 previous year's beginning teacher salary, that a second-year
27 beginning teacher will receive another \$1,000 increase in
28 salary, up to limits of \$25,000 and \$26,000, respectively, and
29 that a career teacher will earn a salary at least \$2,000
30 higher than that paid a beginning teacher. Advanced teachers
31 earn \$15,000 more than the minimum career teacher salary.
32 However, no teacher shall receive less under the bill than the
33 teacher receives for the 2001-2002 school year.

34 **VARIABLE PAY TEAM-BASED PLAN.** The bill requires that the
35 state develop and implement, by July 1, 2003, a team-based

1 variable pay plan. The bill permits a participating school
2 district to use any state moneys appropriated for the program
3 to provide a cash award to all of the licensed practitioners
4 employed at an attendance center that has demonstrated
5 exceptional improvement in student achievement. Other staff
6 may also receive a cash award.

7 REPORT. The bill requires the department to report
8 statewide program progress to the senate and house education
9 committees, the state board, and the school districts
10 annually.

11 PROGRAM ALLOCATION FORMULA. The bill provides for the
12 allocation of any moneys the general assembly would
13 appropriate for purposes set forth in the bill. At least 15
14 percent of any moneys appropriated by the general assembly for
15 purposes of the program are to be used for cash awards under
16 the team-based variable pay plan. Those moneys are to be
17 distributed on a per pupil basis. For FY 2001-2002 and each
18 succeeding fiscal year, \$1.9 million is allocated to the
19 department of education for national board certification
20 awards. For FY 2001-2002, up to \$2.4 million and for FY 2002-
21 2003, up to \$4.7 million is allocated to the department for
22 beginning teacher mentoring and induction programs. For FY
23 2001-2002, up to \$1.5 million is allocated to the department
24 for establishment of an evaluator training program, and \$1
25 million for implementation of the professional development
26 program and the review panel requirements. For FY 2001-2002,
27 up to \$500,000 is allocated to the board of educational
28 examiners for administration of the Praxis II examination to
29 provisional license applicants. Fifty percent of the
30 remaining moneys appropriated by the general assembly for the
31 program are to be allocated on the basis of the number of
32 teachers employed, and the other 50 percent based on
33 enrollment. If a school district chooses not to participate
34 in the first year of the program, its allocations for career
35 path purposes and team-based pay will carry over and be

1 available for allocation to the school district in FY 2002-
2 2003.

3 LEGISLATIVE IMPLEMENTATION COMMITTEE. The bill requests
4 that the legislative council establish a two-year legislative
5 implementation committee to conduct a comprehensive study of
6 team-based variable pay.

7 STATE MANDATE. The bill may include a state mandate as
8 defined in Code section 25B.3. The bill requires that the
9 state cost of any state mandate included in the bill be paid
10 by a school district from state school foundation aid received
11 by the school district under Code section 257.16. The
12 specification is deemed to constitute state compliance with
13 any state mandate funding-related requirements of Code section
14 25B.2. The inclusion of this specification is intended to
15 reinstate the requirement of political subdivisions to comply
16 with any state mandates included in the bill.

17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

Substituted for HF 672

5/7/01
(P. 1926)

4/5/01 BUSINESS CALENDAR

4/30/01 Sufined

FILED MAR 15 '01

5/2/01 Motion to R/C

476

SENATE FILE
BY COMMITTEE ON EDUCATION

5/3/01 Motion to R/c *Wan*
W/D

(SUCCESSOR TO SSB 1190)

Passed Senate, Date ^(P. 1462) 5/2/01 Passed House, Date ^(P. 1941) 5/7/01
Vote: Ayes 26 Nays 23 Vote: Ayes 58 Nays 37
Approved May 23, 2001

A BILL FOR

1 An Act relating to the establishment of a student achievement and
2 teacher quality program.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23

SF 476

1 Section 1. INTENT. It is the intent of the general
2 assembly to create a student achievement program that
3 acknowledges that outstanding teachers are a key component in
4 student success. This Act establishes a student achievement
5 and teacher quality program that includes a career path for
6 teachers, with compensation levels that strengthen Iowa's
7 ability to attract and retain quality teachers. This Act also
8 establishes a team-based variable pay plan that rewards
9 teachers when student achievement reaches or exceeds academic
10 performance goals. The total comprehensive education
11 improvement plan set forth in this Act also includes
12 provisions for beginning teacher mentoring and induction
13 programs and for professional development designed to directly
14 improve teacher skills and knowledge.

15 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT AND
16 TEACHER QUALITY PROGRAM.

17 A student achievement and teacher quality program is
18 established to promote high student achievement. The program
19 shall consist of the following four major elements:

20 1. Mentoring and induction programs that provide support
21 for beginning teachers in accordance with sections 284.5 and
22 284.6.

23 2. Career paths with compensation levels that strengthen
24 Iowa's ability to recruit and retain teachers.

25 3. Professional development designed to directly support
26 best teaching practices.

27 4. Team-based variable pay that provides additional
28 compensation when student performance improves.

29 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

30 As used in this chapter, unless the context otherwise
31 requires:

32 1. "Beginning teacher" means, except as provided in
33 section 272.28, an individual serving under a provisional, or
34 a conditional license as defined in section 272.1, subsection
35 3A, issued by the board of educational examiners under chapter

1 272, who is assuming a position as a classroom teacher.

2 2. "Classroom teacher" means an individual who holds a
3 valid practitioner's license and who is employed under a
4 teaching contract with a school district or area education
5 agency in this state to provide classroom instruction to
6 students.

7 3. "Department" means the department of education.

8 4. "Director" means the director of the department of
9 education.

10 5. "Evaluator" means a practitioner who successfully
11 completes an evaluator training program pursuant to section
12 284.10.

13 6. "Mentor" means an individual employed by a school
14 district or area education agency as a classroom teacher who
15 holds a valid practitioner's license issued under chapter 272.
16 The individual must have a record of four years of successful
17 teaching practice, must be employed as a classroom teacher on
18 a nonprobationary basis, and must demonstrate professional
19 commitment to both the improvement of teaching and learning
20 and the development of beginning teachers.

21 7. "School board" means the board of directors of a school
22 district or a collaboration of boards of directors of school
23 districts.

24 8. "State board" means the state board of education.

25 9. "Teacher" means an individual holding a practitioner's
26 license issued under chapter 272, who is employed as a
27 teacher, librarian, media specialist, or counselor in a
28 nonadministrative position by a school district or area
29 education agency pursuant to a contract issued by a board of
30 directors under section 279.13. A teacher may be employed in
31 both an administrative and a nonadministrative position by a
32 board of directors and shall be considered a part-time teacher
33 for the portion of time that the teacher is employed in a
34 nonadministrative position. "Teacher" includes a licensed
35 individual employed on a less than full-time basis by a school

1 district through a contract between the school district and an
2 institution of higher education with a practitioner
3 preparation program in which the licensed teacher is enrolled.

4 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING STANDARDS.

5 1. For purposes of this chapter and for developing teacher
6 evaluation criteria under chapter 279, the Iowa teaching
7 standards are as follows:

- 8 a. Content knowledge.
- 9 b. Planning and preparation for instruction.
- 10 c. Instructional delivery.
- 11 d. Monitoring student learning.
- 12 e. Classroom management.
- 13 f. Professional responsibilities.

14 2. A school board has the responsibility to adopt core
15 knowledge and skill components based upon the standards
16 established in this section and the models developed pursuant
17 to section 256.9, subsection 51, for purposes of creating a
18 professional development program, teacher evaluations under
19 chapter 279, and for performance review, advancement, and
20 licensure of teachers in accordance with chapter 272 and this
21 chapter. Faculty shall be involved in developing the core
22 knowledge and skill components adopted by the school board.

23 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

24 It is the intent of the general assembly that all school
25 districts participate in the student achievement and teacher
26 quality program. A school district is eligible to receive
27 moneys appropriated for purposes specified in this chapter if
28 the school board applies to the department to participate in
29 the student achievement and teacher quality program and
30 submits a written statement declaring the school district's
31 commitment to do all of the following:

- 32 1. Commit and expend local moneys to improve student
33 achievement and teacher quality.
- 34 2. Implement a beginning teacher mentoring and induction
35 program as provided in this chapter.

1 3. Provide two more contract days than provided in the
2 school year beginning July 1, 2001, and two more contract days
3 than provided in the school year beginning July 1, 2002, and
4 to remain at no less than that number of contract days for
5 each succeeding school year, to provide additional time for
6 teachers to engage in research-based professional development
7 that aligns with student learning and teacher development
8 needs in order to achieve attendance center and districtwide
9 student achievement goals outlined in the district
10 comprehensive school improvement plan. The department shall
11 provide school districts with strategies for restructuring the
12 school calendar to provide for the most effective professional
13 development.

14 4. Adopt teacher career paths based upon demonstrated
15 knowledge and skills in accordance with this chapter.

16 5. Adopt a team-based variable pay plan, based upon a
17 statewide model. The pay plan shall reward attendance level
18 success.

19 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING
20 AND INDUCTION PROGRAM ESTABLISHED.

21 1. The department shall coordinate a beginning teacher
22 mentoring and induction program to promote excellence in
23 teaching, build a supportive environment within school
24 districts, increase the retention of promising beginning
25 teachers, and promote the personal and professional well-being
26 of teachers. By July 1, 2002, a school board shall provide
27 for an approved two-year beginning teacher mentoring and
28 induction program.

29 2. The state board shall adopt rules providing for an
30 approval process for beginning teacher mentoring and induction
31 program plans submitted in accordance with section 284.6. The
32 department may disapprove a plan submitted by a school board
33 if the plan does not meet the minimum criteria set forth in
34 section 284.6. However, if the department disapproves the
35 plan, the department shall provide the school board with

1 recommendations for plan improvements and allow the school
2 district to resubmit the plan for consideration. It is the
3 intent of the general assembly that the department approve
4 plans that incorporate local innovation and take into
5 consideration local needs.

6 Sec. 7. NEW SECTION. 284.6 BEGINNING TEACHER MENTORING
7 AND INDUCTION PROGRAM PLANS.

8 1. Each participating school district shall develop and
9 submit to the department a beginning teacher mentoring and
10 induction program plan which shall, at a minimum, provide the
11 process for the selection of and the number of mentors; the
12 mentor training process; the timetable by which the plan shall
13 be implemented; placement of mentors and beginning teachers;
14 release time for mentors and beginning teachers for planning,
15 demonstration, observation, feedback, and workshops;
16 additional compensation for mentors; the process for
17 dissolving mentor and beginning teacher partnerships; the
18 programs utilized to train mentors and evaluators; and the
19 process for measuring the results of the program.

20 2. Prior to the start of each school year, the school
21 district shall prepare, in consultation with a mentor and
22 beginning teacher, that teacher's mentoring and induction
23 program plan and shall inform the teacher of the criteria upon
24 which the teacher will be evaluated.

25 Sec. 8. NEW SECTION. 284.7 TEACHER CAREER DEVELOPMENT.

26 1. The department shall coordinate a statewide network of
27 professional development programs that, at a minimum, shall:

28 a. Support individual teacher improvement based upon the
29 Iowa teaching standards.

30 b. Align with district and attendance center student
31 achievement goals as outlined in the district's comprehensive
32 school improvement plan.

33 c. Provide teachers with research-based strategies in
34 teaching, learning, and leadership.

35 d. Contain an evaluation component to determine the

1 changes in teacher instructional practices that impact on
2 student learning.

3 2. The state board shall prescribe standards and
4 procedures for the approval of professional development
5 programs and providers. Professional development offered
6 under this chapter may be provided by an approved public or
7 private entity.

8 3. A participating school district shall establish and
9 maintain a district teacher career development plan that is
10 linked to the Iowa teaching standards, the core knowledge and
11 skill components adopted by the school board, and the
12 comprehensive school improvement plan submitted to the
13 department in accordance with section 256.7, subsection 21.
14 In addition, at a minimum, the district teacher career
15 development plan shall:

16 a. Focus teaching practices on the academic indicators and
17 goals specified in the comprehensive school improvement plan.

18 b. Provide a comprehensive professional development plan
19 for teachers that meets the needs of the district and the
20 individual teachers.

21 4. The school district shall provide access by teachers to
22 professional development, through public and private providers
23 approved by the state board, that meets the criteria set forth
24 in subsection 1.

25 5. In cooperation with the teacher's supervisor, the
26 teacher employed by a participating school district shall
27 develop an individual teacher career development plan. The
28 individual plan shall be based, at a minimum, on the Iowa
29 teaching standards, the needs of the teacher, the students,
30 the attendance center, and the school district as outlined in
31 the comprehensive school improvement plan. The individual
32 plan shall be reviewed at the teacher's annual evaluation.

33 Sec. 9. NEW SECTION. 284.8 IOWA TEACHER CAREER PATH.

34 To promote continuous improvement in Iowa's quality
35 teaching workforce and to give Iowa teachers the opportunity

1 for career recognition that reflects the various roles
2 teachers play as educational leaders, an Iowa teacher career
3 path is established for teachers employed by participating
4 school districts.

5 1. PROVISIONAL TEACHER. A provisional teacher is a
6 teacher who meets the following requirements:

7 a. Successfully completed an approved practitioner
8 preparation program as defined in section 272.1.

9 b. Holds a provisional teacher license issued by the board
10 of educational examiners.

11 c. Participates in the beginning teacher mentoring and
12 induction program as provided in this chapter.

13 2. CAREER I TEACHER. A career I teacher is a teacher who
14 meets the following requirements:

15 a. Successfully completed the beginning teacher mentoring
16 and induction program as provided in this chapter.

17 b. Is evaluated by the school district as demonstrating
18 the competencies of a career teacher.

19 c. Holds a career teacher license issued by the board of
20 educational examiners.

21 d. Participates in teacher career development as set forth
22 in this chapter and demonstrates continuous improvement in
23 teaching.

24 3. CAREER II TEACHER. A career II teacher is a teacher
25 who meets the requirements of subsection 2, paragraphs "a",
26 "c", and "d", and who has met endorsement requirements
27 established by the school district that employs the teacher,
28 and who is evaluated by the school district as demonstrating
29 the competencies of a career II teacher.

30 4. ADVANCED TEACHER. An advanced teacher is a teacher who
31 meets the following requirements:

32 a. Is evaluated by the school district as demonstrating
33 the competencies of an advanced teacher.

34 b. Successfully completed the comprehensive evaluation to
35 be classified as an advanced teacher.

1 c. Holds an advanced teacher license from the board of
2 educational examiners.

3 d. Participates in teacher career development as outlined
4 in this chapter and demonstrates continuous improvement in
5 teaching.

6 e. Possesses the skills and qualifications to assume
7 leadership roles.

8 Sec. 10. NEW SECTION. 284.9 EVALUATION REQUIREMENTS --
9 PANEL.

10 1. a. The principal at an attendance center shall
11 annually evaluate the teachers employed at the attendance
12 center. The principal may designate another evaluator to
13 conduct the annual evaluation of a teacher. The evaluation
14 shall include classroom observation of the teacher and may
15 include supporting documentation from other supervisors,
16 parents, and students.

17 b. A teacher may be comprehensively evaluated for purposes
18 of performance review, advancement, or licensure. A teacher
19 shall be comprehensively evaluated at least once every five
20 years or each time advancement to a higher career path level
21 is contemplated. Comprehensive evaluations shall be conducted
22 by the principal of the attendance center that employs the
23 teacher or by another evaluator designated by the principal or
24 by the principal's designee and one additional evaluator
25 chosen from a pool of evaluators available to the school
26 district. A school district may collaborate with one or more
27 other school districts and with one or more area education
28 agencies to establish a pool of evaluators.

29 c. If a comprehensive evaluation conducted for a teacher
30 does not include a recommendation for advancement, a
31 comprehensive evaluation shall be conducted for the teacher no
32 sooner than one year from the date of the last comprehensive
33 evaluation.

34 2. The director, in consultation with representatives of
35 classroom teachers, national board-certified teachers,

1 administrators, school board members, the two largest
2 organizations representing teachers in the state, and
3 institutions of higher education, shall appoint a review panel
4 consisting of seven individuals knowledgeable in making a
5 determination of whether the evidence submitted by a teacher
6 demonstrates that a teacher has superior teaching skills. A
7 panel member shall serve a three-year term with the terms of
8 panel members staggered. A panel member may serve two terms
9 on a review panel. A panel shall convene as necessary and the
10 department of education shall provide staff support for the
11 review panels. The purpose of the panel is to perform random
12 audits of the comprehensive evaluations conducted by
13 evaluators throughout the state.

14 3. The state board shall adopt rules to administer this
15 section.

16 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING PROGRAM.

17 1. The department shall establish an evaluator training
18 program to improve the skills of school district evaluators in
19 making employment decisions, making recommendations for
20 licensure, and moving teachers through a career path as
21 established under this chapter. The department shall consult
22 with persons representing classroom teachers, national board-
23 certified teachers, administrators, school boards, higher
24 education institutions with approved practitioner and
25 administrator preparation programs, the two largest
26 organizations representing teachers in this state, and with
27 persons from the private sector knowledgeable in employment
28 evaluation and evaluator training in order to develop
29 standards and requirements for the program. Evaluator
30 training programs offered pursuant to this chapter may be
31 provided by an approved public or private entity.

32 2. A practitioner licensed under chapter 272 who conducts
33 evaluations of teachers for purposes of this chapter shall
34 complete the evaluator training program. Upon successful
35 completion, the provider shall provide evidence to the board

1 of educational examiners that the practitioner is qualified to
2 conduct evaluations for employment, make recommendations for
3 licensure, and make recommendations that a teacher is
4 qualified to advance from one career path level to the next
5 career path level pursuant to this chapter. Certification by
6 the board of educational examiners is for a period of five
7 years and may be renewed.

8 3. Effective until July 1, 2004, a school district shall
9 pay an award, from moneys allocated pursuant to section
10 284.14, subsection 2, paragraph "c", in the amount of one
11 thousand dollars to each individual who is licensed as a
12 practitioner under chapter 272 on or after July 1, 2001, and
13 who has been certified in accordance with this section. By
14 July 1 annually, the school district shall notify the
15 department of education of the number of individuals who have
16 achieved certification in accordance with this section, and
17 shall submit any documentation requested by the department.

18 4. The department shall establish statewide
19 recommendations for the number of evaluators each district
20 should have available based on the enrollment of the district.
21 A school district may collaborate with other school districts
22 to meet the recommended number of evaluators.

23 5. By July 1, 2002, a higher education institution
24 approved by the state board to provide an administrator
25 preparation program shall incorporate the evaluator training
26 program into the program offered by the institution.

27 6. Beginning July 1, 2004, the board of educational
28 examiners shall require certification as a condition of
29 issuing or renewing an administrator's license.

30 Sec. 12. NEW SECTION. 284.11 CAREER PATH COMPENSATION.

31 1. A participating school district shall use funding
32 allocated under section 284.14, subsection 3, to do the
33 following:

34 a. Raise the district's minimum salary for a first-year
35 beginning teacher by at least one thousand dollars above the

1 salary paid to beginning teachers in the previous fiscal year.
2 However, a district is not required to raise the minimum
3 salary if the district's average beginning teacher salary is
4 twenty-five thousand dollars or more.

5 b. Raise the salary of a second-year beginning teacher by
6 at least one thousand dollars above the salary paid to a
7 first-year beginning teacher in the previous fiscal year.
8 However, a district is not required to raise the salary of a
9 second-year beginning teacher as provided in this subsection
10 if the district's average beginning teacher salary is twenty-
11 six thousand dollars or more.

12 c. Provide a two thousand dollar difference between the
13 maximum beginning teacher salary and the minimum career I
14 teacher salary. After receiving a salary as a career I
15 teacher for five years, a career I teacher shall not be
16 eligible for a cost-of-living increase negotiated pursuant to
17 chapter 20 until the teacher successfully advances to the
18 level of career II teacher.

19 d. Establish, not later than July 1, 2002, or one fiscal
20 year after becoming a participating district, a minimum salary
21 for an advanced teacher that is at least fifteen thousand
22 dollars greater than the minimum career I teacher salary.

23 2. A teacher employed in a participating district shall
24 not receive less compensation in that participating district
25 than the teacher received in the school year starting July 1,
26 2001, due to implementation of this chapter.

27 Sec. 13. NEW SECTION. 284.12 TEAM-BASED VARIABLE PAY FOR
28 STUDENT ACHIEVEMENT.

29 1. The state shall, by July 1, 2003, develop and implement
30 a team-based variable pay plan that will utilize valid and
31 reliable assessments to accurately measure the growth in
32 performance of Iowa students. The pay plan shall do the
33 following:

34 a. Focus on student performance in kindergarten through
35 grade twelve with the emphasis at the elementary and middle

1 school level placed on student performance in the core
2 courses, including but not limited to reading and mathematics.

3 b. Provide for incentive awards to those school attendance
4 centers that achieve annual performance standards.

5 2. A school district shall use moneys appropriated for
6 purposes of this section to provide a cash award to all of the
7 licensed practitioners at an attendance center that meets or
8 exceeds annual standards of performance. The school district
9 may extend cash awards to other staff employed at the
10 attendance center. The cash award shall not be included
11 within an employee's base pay.

12 3. A performance fund is established in the office of the
13 treasurer of state under the control of the department.
14 Notwithstanding section 8.33, moneys in the fund shall not
15 revert and shall be available for expenditure for purposes of
16 team-based variable pay in accordance with this section.

17 4. Moneys received under this section by a school district
18 shall not be used for payment of any collective bargaining
19 agreement or arbitrator's decision negotiated or awarded under
20 chapter 20.

21 Sec. 14. NEW SECTION. 284.13 REPORT.

22 1. The department shall annually report the statewide
23 progress on the following:

24 a. Beginning teacher mentoring and induction program.

25 b. Improvement in teacher compensation.

26 c. Evaluator training program.

27 d. Changes and improvements in the evaluation of teachers
28 under the Iowa teaching standards.

29 e. Team-based variable pay for student achievement.

30 f. Impact on attracting and retaining teachers in the
31 profession.

32 2. The report shall be made available to the chairpersons
33 and ranking members of the senate and house committees on
34 education, the state board, and school districts by January 1.
35 School districts shall provide information as required by the

1 department for the compilation of the report and for
2 accounting and auditing purposes.

3 3. The department of education shall annually submit to
4 the chairpersons and ranking members of the senate and house
5 committees on education the findings of the review panel
6 created pursuant to section 284.9.

7 4. The board of educational examiners shall compile
8 statistical information from the results of the examinations
9 administered pursuant to section 272.2, subsection 16. The
10 information compiled shall identify the practitioner
11 preparation programs from which the applicants graduated, but
12 shall not identify applicants individually. The statistical
13 information compiled by the board pursuant to this subsection
14 is a public record. The board shall submit a review of the
15 statistical information to the chairpersons and ranking
16 members of the senate and house education committees and the
17 state board by December 1, 2003.

18 Sec. 15. NEW SECTION. 284.14 STATE PROGRAM ALLOCATION.

19 1. For the fiscal years beginning on or after July 1,
20 2001, the department shall deposit not less than fifteen
21 percent of any moneys appropriated for purposes of this
22 chapter into the performance fund established in section
23 284.12. It is the intent of the general assembly that the
24 percentage of funds provided for purposes of team-based
25 variable pay shall increase annually until the level of thirty
26 percent is reached. Commencing with the fiscal year beginning
27 July 1, 2002, for each fiscal year in which moneys are
28 appropriated by the general assembly for purposes of team-
29 based variable pay pursuant to section 284.12, the amount of
30 moneys allocated to school districts shall be in the
31 proportion that the basic enrollment of a school district
32 bears to the sum of the basic enrollments of all school
33 districts in the state for the budget year.

34 2. Except as provided in subsection 1, for each fiscal
35 year in which moneys are appropriated by the general assembly

1 for purposes of the student achievement and teacher quality
2 program, the moneys shall be allocated as follows:

3 a. For the fiscal year beginning July 1, 2001, and ending
4 June 30, 2002, to the department of education, the amount of
5 one million nine hundred thousand dollars for the issuance of
6 national board certification awards in accordance with section
7 256.44.

8 b. For the fiscal year beginning July 1, 2001, and ending
9 June 30, 2002, an amount up to two million four hundred
10 thousand dollars, and for the fiscal year beginning July 1,
11 2002, and ending June 30, 2003, an amount up to four million
12 seven hundred thousand dollars, to the department of education
13 for distribution to school districts for purposes of the
14 beginning teacher mentoring and induction programs, based upon
15 the proportion that the number of beginning teachers employed
16 by a school district during the fiscal year in which moneys
17 are appropriated for the program bears to the total number of
18 beginning teachers employed by all school districts in the
19 state during the fiscal year. Moneys received by a school
20 district pursuant to this paragraph shall be expended to
21 provide each mentor with an award of five hundred dollars per
22 semester, at a minimum, for participation in the school
23 district's beginning teacher mentoring and induction program;
24 to implement the plan; and to pay any applicable costs of the
25 employer's share of contributions to federal social security
26 and the Iowa public employees' retirement system or a pension
27 and annuity retirement system established under chapter 294,
28 for such amounts paid by the district.

29 c. For the fiscal year beginning July 1, 2001, and ending
30 June 30, 2002, up to one million five hundred thousand dollars
31 to the department of education for purposes of establishing
32 the evaluator training program, including but not limited to
33 the development of criteria models; an evaluation process; the
34 training of providers; development of a provider approval
35 process; training materials and costs; awards for

1 practitioners under section 284.10, subsection 3, and to pay
2 any applicable costs of the employer's share of contributions
3 to federal social security and the Iowa public employees'
4 retirement system or a pension and annuity retirement system
5 established under chapter 294, for such amounts paid by the
6 district; and for subsidies to school districts for training
7 costs. Moneys distributed to school districts for the
8 purposes of evaluator training programs shall be distributed
9 based upon the proportion that the number of administrators
10 employed by a school district during the fiscal year in which
11 moneys are appropriated for the program bears to the total
12 number of administrators employed by all school districts in
13 the state during the fiscal year.

14 d. For the fiscal year beginning July 1, 2001, and ending
15 June 30, 2002, up to one million dollars to the department of
16 education for purposes of implementing the professional
17 development program requirements of section 284.7, and the
18 review panel requirements of section 284.9.

19 e. For each fiscal year in the fiscal period beginning
20 July 1, 2001, and ending June 30, 2003, up to five hundred
21 thousand dollars to the board of educational examiners for the
22 fees and costs incurred in administering the Praxis II
23 examination in accordance with section 272.2, subsection 16.

24 3. For the fiscal year beginning July 1, 2001, and ending
25 June 30, 2002, the amount of moneys remaining after
26 distribution as provided in subsection 2, shall be allocated
27 to school districts in accordance with the following formula:

28 a. Fifty percent of the allocation shall be in the
29 proportion that the basic enrollment of a school district
30 bears to the sum of the basic enrollments of all school
31 districts in the state for the budget year.

32 b. Fifty percent of the allocation shall be based upon the
33 proportion that the number of full-time equivalent teachers
34 employed by a school district bears to the sum of the number
35 of full-time equivalent teachers who are employed by all

1 school districts in the state for the base year.

2 4. If a school district does not choose to participate in
3 the student achievement and teacher quality program during the
4 school year beginning July 1, 2001, the amount of moneys to be
5 allocated to the school district pursuant to subsection 3
6 shall be held for the school district by the department until
7 June 30, 2003, or until the school district participates in
8 the program, whichever occurs earlier. Notwithstanding
9 section 8.33, unencumbered or unobligated funds remaining on
10 June 30, 2002, shall not revert but shall be available for
11 expenditure for the following fiscal year for the purposes of
12 this chapter.

13 5. Moneys received by a school district under this chapter
14 are miscellaneous income for purposes of chapter 257 or are
15 considered encumbered. A school district shall maintain a
16 separate listing within its budget for payments received and
17 expenditures made pursuant to this section.

18 Sec. 16. Section 256.7, Code 2001, is amended by adding
19 the following new subsection:

20 NEW SUBSECTION. 25. Prescribe standards and procedures
21 for the approval of a nontraditional practitioner preparation
22 instruction program to be offered by practitioner preparation
23 institutions in this state in accordance with section 272.2,
24 subsection 13.

25 Sec. 17. Section 256.9, Code 2001, is amended by adding
26 the following new subsections:

27 NEW SUBSECTION. 51. Develop models of core knowledge and
28 skill components, based upon the Iowa teaching standards, for
29 the evaluation, the advancement, and for teacher career
30 development purposes pursuant to chapter 284. The components
31 shall further define the characteristics of quality teaching
32 as established by the Iowa teaching standards.

33 NEW SUBSECTION. 52. Establish an evaluator training
34 program to train evaluators on the process and procedures and
35 content of an evaluation based upon the Iowa teaching

1 standards.

2 Sec. 18. Section 256.16, Code 2001, is amended by adding
3 the following new subsection:

4 NEW SUBSECTION. 3. Pursuant to section 256.7, subsection
5 25, the state board shall adopt rules for higher education
6 institutions providing practitioner preparation to develop and
7 offer a nontraditional practitioner preparation instruction
8 program for persons preparing to teach at the secondary level
9 that, at a minimum, meets the requirements established
10 pursuant to section 256.7, subsection 25. The program shall
11 include coursework in education theory, instructional methods,
12 classroom management, and practice teaching. The program
13 shall consist of two twelve-week courses of study, the first
14 of which a student shall successfully complete prior to
15 receiving a conditional license pursuant to section 272.2,
16 subsection 13, paragraphs "a" and "b". Prior to licensure as
17 an administrator or a provisional teacher, a student shall
18 successfully complete the second twelve-week course of study
19 in accordance with section 272.2, subsection 13. The
20 institution that delivers the coursework to a practitioner
21 pursuant to this subsection shall, in consultation with the
22 practitioner's evaluator at the school district or accredited
23 nonpublic school of employment, submit to the board of
24 educational examiners a comprehensive evaluation of the
25 practitioner's performance by July 1 following the
26 practitioner's year of employment under a conditional license.

27 Sec. 19. Section 272.1, Code 2001, is amended by adding
28 the following new subsection:

29 NEW SUBSECTION. 3A. "Conditional license" means the
30 authority that is given to allow a person to legally serve as
31 a practitioner on a temporary basis while the person completes
32 a nontraditional practitioner preparation program.

33 Sec. 20. Section 272.2, subsection 1, Code 2001, is
34 amended to read as follows:

35 1. a. License practitioners, who do not hold or receive a

1 license from another professional licensing board, and
2 professional development programs, except for programs
3 developed and offered by practitioner preparation institutions
4 or area education agencies and approved by the state board of
5 education. Licensing authority includes the authority to
6 establish criteria for the licenses, including but not limited
7 to establish issuance and renewal requirements, creation of
8 create application and renewal forms, creation of create
9 licenses that authorize different instructional functions or
10 specialties, development of develop a code of professional
11 rights and responsibilities, practice, and ethics, and the
12 authority to develop any other classifications, distinctions,
13 and procedures which may be necessary to exercise licensing
14 duties in this chapter. A code of professional rights and
15 responsibilities, practice, and ethics shall address but not
16 be limited to the habitual failure of a practitioner to
17 fulfill contractual obligations under section 279.13.

18 b. License teachers employed by a school district as
19 provided in paragraph "a" and in accordance with the
20 requirements of section 284.8, as provisional, career, and
21 advanced teachers. A school district shall submit in a timely
22 manner, on forms provided by the board, evidence that a
23 teacher employed by the district has met the career path
24 requirements of section 284.8. A license issued to a career
25 or advanced teacher, pursuant to this paragraph, shall be
26 valid for five years.

27 c. Notwithstanding section 272.28, subsection 1, a teacher
28 shall be licensed in accordance with rules adopted pursuant to
29 chapter 272, Code 2001, if the teacher successfully completes
30 a beginning teacher mentoring program approved pursuant to
31 chapter 256E on or before June 30, 2002, or is employed by a
32 school district that does not offer a beginning teacher
33 mentoring and induction program approved in accordance with
34 this chapter during the school year beginning July 1, 2001.

35 d. Notwithstanding section 272.28, subsection 1, a teacher

1 shall be licensed as a career teacher if the teacher meets the
2 licensing requirements of chapter 272 and, prior to July 1,
3 2003, successfully completes a two-year beginning teacher
4 mentoring and induction program approved pursuant to this
5 chapter.

6 Sec. 21. Section 272.2, subsection 13, Code 2001, is
7 amended to read as follows:

8 13. Adopt rules to provide for nontraditional preparation
9 and licensing options for licensing persons who hold, at a
10 minimum, a bachelor's degree from an accredited college or
11 university, but who do not meet other requirements for
12 licensure. At a minimum, the rules shall provide for the
13 following:

14 a. An individual who possesses at least a master's degree
15 in business administration, public administration, or a
16 comparable degree or who possesses at least a bachelor's
17 degree from an accredited postsecondary institution, and life
18 experience equivalent to a master's degree in a management
19 field as determined by rule, and who has been employed for at
20 least ten consecutive years in a management position, may be
21 issued a one-year, nonrenewable conditional administrator's
22 license if the individual successfully completes an evaluator
23 training program pursuant to section 284.10, and a twelve-
24 week, nontraditional practitioner preparation instruction
25 program, in accordance with section 256.7, subsection 25. An
26 individual may be issued an administrator's license if the
27 individual successfully completes one year of employment as an
28 administrator under a conditional license and successfully
29 completes the second twelve-week course of study set forth in
30 section 256.16, subsection 3.

31 b. An individual who possesses at least a bachelor's
32 degree from an accredited postsecondary institution, and who
33 has been employed for at least five consecutive years in an
34 area requiring knowledge and practical application of the
35 individual's postsecondary academic background, may be issued

1 a one-year, nonrenewable conditional license to teach at the
2 secondary level in the field or subject area for which the
3 degree was issued if the individual successfully completes a
4 twelve-week, nontraditional practitioner preparation
5 instruction program, in accordance with section 256.7,
6 subsection 25. An individual may be issued a provisional
7 license to teach at the secondary level in the field or
8 subject area for which the degree was issued if the individual
9 successfully completes one year of teaching under a
10 conditional license and successfully completes the second
11 twelve-week course of study set forth in section 256.16,
12 subsection 3. A person issued a conditional or provisional
13 teaching license pursuant to this paragraph shall successfully
14 complete, at a minimum, a two-year beginning teacher mentoring
15 and induction program in accordance with sections 284.5 and
16 284.6.

17 Sec. 22. Section 272.2, Code 2001, is amended by adding
18 the following new subsections:

19 NEW SUBSECTION. 16. a. Administer the Praxis II
20 examination for knowledge of pedagogies and for not more than
21 one content area in which the applicant intends to teach to
22 each applicant for a provisional license prior to issuance of
23 the license. Examination fees for the examination required
24 under this subsection shall be paid from moneys appropriated
25 to the board for this purpose. Costs incurred for additional
26 content area examinations shall be paid by the applicant.

27 b. This subsection is repealed effective June 30, 2003.

28 NEW SUBSECTION. 17. Certify practitioners who are
29 licensed pursuant to this chapter and who have successfully
30 completed an evaluator training program in accordance with
31 section 284.10. Certification authority includes, but is not
32 limited to, issuance and renewal requirements, creation of
33 application and renewal forms, and to the establishment,
34 collection, and refunding of fees for a certificate.

35 Sec. 23. NEW SECTION. 272.28 MENTORING AND INDUCTION

1 REQUIREMENT.

2 1. Effective July 1, 2003, requirements for teacher
3 licensure beyond a provisional license shall include
4 successful completion of a beginning teacher mentoring and
5 induction program approved by the state board of education.

6 2. A teacher from an accredited nonpublic school or
7 another state or country is exempt from the requirement of
8 subsection 1 if the teacher can document two years of
9 successful teaching experience within the past four years and
10 meet or exceed the requirements contained in rules adopted
11 under this chapter for endorsement and licensure.

12 Sec. 24. Section 279.14, subsection 2, Code 2001, is
13 amended to read as follows:

14 2. The determination of standards of performance expected
15 of school district personnel and of evaluation criteria
16 pursuant to section 284.3 shall be reserved as an exclusive
17 management right of the school board and shall not be subject
18 to mandatory negotiations under chapter 20. Notwithstanding
19 chapter 20, objections to the procedures, use, or content of
20 an evaluation in a teacher termination proceeding brought
21 before the school board in a hearing held in accordance with
22 section 279.16 or 279.27 shall not be subject to the grievance
23 procedures negotiated in accordance with chapter 20. A school
24 district shall not be obligated to process any evaluation
25 grievance after service of a notice and recommendation to
26 terminate an individual's continuing teaching contract in
27 accordance with chapter 279.

28 Sec. 25. Section 279.19, unnumbered paragraphs 1 and 2,
29 Code 2001, are amended to read as follows:

30 The first three two consecutive years of employment of a
31 teacher in the same school district are a probationary period.
32 However, if the teacher has successfully completed a
33 probationary period of employment for another school district
34 located in Iowa, the probationary period in the current
35 district of employment shall not exceed one year. A board of

1 directors may waive the probationary period for any teacher
2 who previously has served a probationary period in another
3 school district and the board may extend the probationary
4 period for an additional year with the consent of the teacher.

5 In the case of the termination of a probationary teacher's
6 contract, the provisions of sections 279.15 and 279.16 shall
7 apply.

8 Sec. 26. LEGISLATIVE IMPLEMENTATION COMMITTEE. The
9 legislative council is requested to establish a two-year
10 legislative implementation committee to conduct a
11 comprehensive study of team-based variable pay and make
12 recommendations for the implementation of a team-based
13 variable pay plan component of the student achievement and
14 teacher quality program. The legislative council is also
15 requested to authorize up to \$75,000 for the expenses of the
16 committee.

17 The committee shall establish the manner in which standards
18 of performance are to be determined, the level of expected
19 growth, the development of a student academic database, the
20 timeline and procedure for the collection of student
21 achievement data, identification of the structures of a team
22 for purposes of equitable operation of the plan, and a
23 timeline for implementation of the plan.

24 The committee shall recommend a means of evaluation
25 designed to determine the effect of the student achievement
26 and teacher quality plan on raising student achievement. The
27 committee shall submit preliminary recommendations to the
28 general assembly by December 15, 2001, and shall make its
29 final recommendations to the general assembly by December 15,
30 2002.

31 The committee shall be composed of six members representing
32 both political parties and both houses of the general
33 assembly. Three members shall be appointed by the president
34 of the senate, after consultation with the majority leader of
35 the senate and the minority leader of the senate. The

1 remaining three members shall be appointed by the speaker of
2 the house of representatives after consultation with the
3 majority and minority leaders of the house of representatives.

4 Sec. 27. Chapter 256E, Code 2001, is repealed.

5 Sec. 28. Section 272.33, Code 2001, is repealed effective
6 July 1, 2002.

7 Sec. 29. STATE MANDATE FUNDING SPECIFIED. In accordance
8 with section 25B.2, subsection 3, the state cost of requiring
9 compliance with any state mandate included in this Act shall
10 be paid by a school district from state school foundation aid
11 received by the school district under section 257.16. This
12 specification of the payment of the state cost shall be deemed
13 to meet all the state funding-related requirements of section
14 25B.2, subsection 3, and no additional state funding shall be
15 necessary for the full implementation of this Act by and
16 enforcement of this Act against all affected school districts.

17

EXPLANATION

18 This bill establishes a student achievement and teacher
19 quality program to improve student achievement and teacher
20 quality in Iowa. The program has four major elements:
21 providing teachers with a career path, a team-based variable
22 pay plan that rewards teachers when student performance
23 improves, professional development designed to support best
24 teaching practices, and beginning teacher mentoring and
25 induction programs.

26 SCHOOL DISTRICT RESPONSIBILITIES. A school district is
27 eligible for state program assistance only if the district
28 applies to the department of education and agrees to commit
29 and expend local moneys, implement a beginning teacher
30 mentoring and induction program, provide more contract days
31 for professional development, adopt teacher career paths, and
32 to adopt a team-based variable pay plan, once a statewide
33 model is established, to reward attendance center success in
34 improving student achievement.

35 The bill requires a school district to establish and

1 maintain a district teacher career development plan linked to
2 Iowa's teaching standards, the core knowledge and skill
3 components its school board adopts, and the district's
4 comprehensive school improvement plan. The district plan is
5 to focus teaching practices on the indicators and goals
6 specified in the comprehensive school improvement plan and
7 focus on an individual teacher's professional development
8 plan. The district must provide access to staff development.
9 The bill reduces a teacher's required probationary period to
10 two years.

11 MENTORING AND INDUCTION. The bill repeals Code chapter
12 256E but provides for the statewide expansion of the program
13 it established. The bill extends the one-year program to two
14 years and requires that all school districts provide a
15 mentoring and induction program for beginning teachers by July
16 1, 2002.

17 The bill provides for the development of the mentoring and
18 induction plan by the school district. The mentoring and
19 induction plan, under the bill, must identify the programs
20 utilized to train mentors and evaluators.

21 The bill allows beginning teachers who complete a one-year
22 program prior to July 1, 2002, to be licensed as a regular
23 teacher. The bill also provides that those who successfully
24 complete a program prior to July 1, 2003, will be licensed as
25 career teachers.

26 STATE BOARD AND DEPARTMENT DUTIES. The bill directs the
27 department of education to establish an evaluation training
28 program and models of core teaching knowledge and skills. The
29 department must also provide school districts with strategies
30 for restructuring the school day for professional development
31 purposes.

32 Each school district must also prepare an individual
33 mentoring and induction program plan for each beginning
34 teacher and inform the beginning teacher of its evaluation
35 criteria.

1 The bill provides that the person who evaluates each
2 beginning teacher against the core teaching knowledge and
3 skills standards must successfully complete evaluator
4 training. The bill directs the department to approve
5 providers of evaluator training. Providers can include an
6 approved public or private entity.

7 STATEWIDE TEACHING STANDARDS. The bill establishes
8 teaching standards, but allows the school districts to enhance
9 the evaluation models developed by the department, with the
10 involvement of faculty.

11 LICENSURE. Under the bill, licensure beyond a provisional
12 license is tied to successful completion of a mentoring and
13 induction program for teachers applying for licensure beyond a
14 provisional license on or after July 1, 2003. The bill
15 exempts teachers from accredited nonpublic schools and other
16 states or countries who can document three recent years of
17 successful teaching experience. The bill requires that the
18 board of educational examiners administer a Praxis II
19 examination to all provisional license applicants. The fees
20 and costs of the basic examination are to be paid from moneys
21 appropriated by the general assembly for that purpose.

22 The bill also directs the board of educational examiners to
23 prescribe standards and procedures for two 12-week courses and
24 a nontraditional licensing option for persons who have at
25 least a bachelor's degree but who have not met the board's
26 other licensing requirements. The bill repeals language
27 relating to an evaluator license issued by the board.

28 CAREER DEVELOPMENT PLANNING/CAREER PATH. Each teacher,
29 with the cooperation of the teacher's supervisor, must develop
30 an individual teacher career development plan based upon the
31 Iowa teaching standards, the needs of the teacher, students,
32 the attendance center, and the school district as described in
33 the district's comprehensive school improvement plan.

34 The bill also sets forth the requirements a teacher must
35 meet along a career path as a beginning, career I, career II,

1 and advanced teacher. The bill directs the board of
2 educational examiners to license teachers at the beginning,
3 career, and advanced levels when a district submits evidence
4 that the teacher has met the requirements.

5 The bill also provides for the establishment of a regional
6 review panel charged with determining whether a teacher
7 demonstrates superior teaching skills.

8 EVALUATION REQUIREMENTS. The bill requires the principal
9 at an attendance center to annually evaluate the teachers
10 employed at the attendance center. A teacher shall be
11 comprehensively evaluated at least once every five years or
12 each time advancement to a higher career path level is
13 contemplated. Comprehensive evaluations must be conducted by
14 the principal or the principal's designee, or by the designee
15 and one additional evaluator chosen from a pool of evaluators
16 available to the school district. School district and area
17 education agencies may collaborate to establish a pool of
18 evaluators. If a teacher is not recommended for advancement,
19 a comprehensive evaluation shall be conducted no sooner than
20 one year from the date of the last comprehensive evaluation.
21 The bill also provides for the establishment of a review panel
22 to perform audits of the comprehensive evaluations conducted
23 statewide.

24 CAREER PATH COMPENSATION. The bill provides that a first-
25 year beginning teacher must be paid \$1,000 more than the
26 previous year's beginning teacher salary, that a second-year
27 beginning teacher will receive another \$1,000 increase in
28 salary, up to limits of \$25,000 and \$26,000, respectively, and
29 that a career teacher will earn a salary at least \$2,000
30 higher than that paid a beginning teacher. Advanced teachers
31 earn \$15,000 more than the minimum career teacher salary.
32 However, no teacher shall receive less under the bill than the
33 teacher receives for the 2001-2002 school year.

34 VARIABLE PAY TEAM-BASED PLAN. The bill requires that the
35 state develop and implement, by July 1, 2003, a team-based

1 variable pay plan. The bill permits a participating school
2 district to use any state moneys appropriated for the program
3 to provide a cash award to all of the licensed practitioners
4 employed at an attendance center that has demonstrated
5 exceptional improvement in student achievement. Other staff
6 may also receive a cash award.

7 REPORT. The bill requires the department to report
8 statewide program progress to the senate and house education
9 committees, the state board, and the school districts
10 annually.

11 PROGRAM ALLOCATION FORMULA. The bill provides for the
12 allocation of any moneys the general assembly would
13 appropriate for purposes set forth in the bill. At least 15
14 percent of any moneys appropriated by the general assembly for
15 purposes of the program are to be used for cash awards under
16 the team-based variable pay plan. Those moneys are to be
17 distributed on a per pupil basis. For FY 2001-2002 and each
18 succeeding fiscal year, \$1.9 million is allocated to the
19 department of education for national board certification
20 awards. For FY 2001-2002, up to \$2.4 million and for FY 2002-
21 2003, up to \$4.7 million is allocated to the department for
22 beginning teacher mentoring and induction programs. For FY
23 2001-2002, up to \$1.5 million is allocated to the department
24 for establishment of an evaluator training program, and \$1
25 million for implementation of the professional development
26 program and the review panel requirements. For FY 2001-2002,
27 up to \$500,000 is allocated to the board of educational
28 examiners for administration of the Praxis II examination to
29 provisional license applicants. Fifty percent of the
30 remaining moneys appropriated by the general assembly for the
31 program are to be allocated on the basis of the number of
32 teachers employed, and the other 50 percent based on
33 enrollment. If a school district chooses not to participate
34 in the first year of the program, its allocations for career
35 path purposes and team-based pay will carry over and be

1 available for allocation to the school district in FY 2002-
2 2003.

3 LEGISLATIVE IMPLEMENTATION COMMITTEE. The bill requests
4 that the legislative council establish a two-year legislative
5 implementation committee to conduct a comprehensive study of
6 team-based variable pay.

7 STATE MANDATE. The bill may include a state mandate as
8 defined in Code section 25B.3. The bill requires that the
9 state cost of any state mandate included in the bill be paid
10 by a school district from state school foundation aid received
11 by the school district under Code section 257.16. The
12 specification is deemed to constitute state compliance with
13 any state mandate funding-related requirements of Code section
14 25B.2. The inclusion of this specification is intended to
15 reinstate the requirement of political subdivisions to comply
16 with any state mandates included in the bill.

17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35

S-3583

1 Amend Senate File 476 as follows:

2 1. By striking everything after the enacting
3 clause and inserting the following:

4 "Section 1. INTENT. It is the intent of the
5 general assembly to create a student achievement and
6 teacher quality program that acknowledges that
7 outstanding teachers are a key component in student
8 success. The program's goals are to enhance student
9 achievement and to redesign compensation strategies
10 and teachers' professional development. Such
11 compensation strategies are designed to attract and
12 retain high performing teachers, to reward teachers
13 for improving their skills and knowledge in a manner
14 that translates into better student learning, and to
15 reward the staff of school attendance centers for
16 improvement in student achievement.

17 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT
18 AND TEACHER QUALITY PROGRAM.

19 A student achievement and teacher quality program
20 is established to promote high student achievement.
21 The program shall consist of the following four major
22 elements:

23 1. Mentoring and induction programs that provide
24 support for beginning teachers in accordance with
25 sections 284.5 and 284.6.

26 2. Career paths with compensation levels that
27 strengthen Iowa's ability to recruit and retain
28 teachers.

29 3. Professional development designed to directly
30 support best teaching practices.

31 4. Team-based variable pay that provides
32 additional compensation when student performance
33 improves.

34 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

35 As used in this chapter, unless the context
36 otherwise requires:

37 1. "Beginning teacher" means an individual serving
38 under an initial provisional or conditional license,
39 issued by the board of educational examiners under
40 chapter 272, who is assuming a position as a classroom
41 teacher.

42 2. "Classroom teacher" means an individual who
43 holds a valid practitioner's license and who is
44 employed under a teaching contract with a school
45 district or area education agency in this state to
46 provide classroom instruction to students.

47 3. "Comprehensive evaluation" means a summative
48 evaluation of a teacher conducted by an evaluator for
49 purposes of performance review, or recommendation for
50 licensure based upon models developed pursuant to

S-3583

S-3583

Page 2

1 section 256.9, subsection 51, and to determine whether
2 the teacher's practice meets the school district
3 expectations for a career, career II, or advanced
4 level.

5 4. "Department" means the department of education.

6 5. "Director" means the director of the department
7 of education.

8 6. "Evaluator" means an administrator or other
9 practitioner who successfully completes an evaluator
10 training program pursuant to section 284.10.

11 7. "Mentor" means an individual employed by a
12 school district or area education agency as a
13 classroom teacher who holds a valid license issued
14 under chapter 272. The individual must have a record
15 of four years of successful teaching practice, must be
16 employed as a classroom teacher on a nonprobationary
17 basis, and must demonstrate professional commitment to
18 both the improvement of teaching and learning and the
19 development of beginning teachers.

20 8. "School board" means the board of directors of
21 a school district or a collaboration of boards of
22 directors of school districts.

23 9. "State board" means the state board of
24 education.

25 10. "Teacher" means an individual holding a
26 practitioner's license issued under chapter 272, who
27 is employed as a teacher, librarian, media specialist,
28 or counselor in a nonadministrative position by a
29 school district or area education agency pursuant to a
30 contract issued by a board of directors under section
31 279.13. A teacher may be employed in both an
32 administrative and a nonadministrative position by a
33 board of directors and shall be considered a part-time
34 teacher for the portion of time that the teacher is
35 employed in a nonadministrative position. "Teacher"
36 includes a licensed individual employed on a less than
37 full-time basis by a school district through a
38 contract between the school district and an
39 institution of higher education with a practitioner
40 preparation program in which the licensed teacher is
41 enrolled.

42 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING
43 STANDARDS.

44 1. For purposes of this chapter and for developing
45 teacher evaluation criteria under chapter 279, the
46 Iowa teaching standards are as follows:

47 a. Demonstrates ability to enhance academic
48 performance in the classroom.

49 b. Demonstrates competence in content knowledge
50 appropriate to the teaching position.

S-3583

-2-

S-3583

Page 3

1 c. Demonstrates competence in planning and
2 preparing for instruction.
3 d. Uses strategies to deliver instruction that
4 meets the multiple learning needs of students.
5 e. Uses a variety of methods to monitor student
6 learning.
7 f. Demonstrates competence in classroom
8 management.
9 g. Engages in professional growth.
10 h. Fulfills professional responsibilities
11 established by the school district.
12 2. The school board and faculty shall collaborate
13 to further define good teaching by enhancing the Iowa
14 teaching standards in the following manner:
15 a. For purposes of comprehensive evaluations for
16 beginning teachers, including the comprehensive
17 evaluation required for the beginning teacher to
18 progress to career teacher, the criteria shall be
19 based upon models developed pursuant to section 256.9,
20 subsection 51, and established pursuant to chapter 20.
21 b. For purposes of comprehensive evaluations for
22 teachers other than beginning teachers, the school
23 board shall convene the members of the school board
24 and representatives of the faculty, elected by the
25 faculty, to establish criteria based upon the model
26 developed pursuant to section 256.9, subsection 51.
27 If the parties are unable to reach agreement by July
28 1, 2003, however, the model criteria shall become the
29 school district's criteria. These criteria shall be
30 in addition to criteria otherwise agreed to under
31 chapter 20.
32 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.
33 1. A school district is eligible to receive moneys
34 appropriated for purposes specified in this chapter if
35 the school board applies to the department to
36 participate in the student achievement and teacher
37 quality program and submits a written statement
38 declaring the school district's willingness to do all
39 of the following:
40 a. Commit and expend local moneys to improve
41 student achievement and teacher quality.
42 b. Implement a beginning teacher mentoring and
43 induction program as provided in this chapter.
44 c. Provide, beginning in the second year of
45 participation, the equivalent of two or more contract
46 days, outside of instruction time, than provided in
47 the school year preceding the first year of
48 participation, to provide additional time for teacher
49 career development that aligns with student learning
50 and teacher development needs in order to achieve

S-3583

S-3583

Page 4

1 attendance center and districtwide student achievement
2 goals outlined in the district comprehensive school
3 improvement plan. School districts are encouraged to
4 develop strategies for restructuring the school
5 calendar to provide for the most effective
6 professional development. A school district that
7 provides the equivalent of ten or more contract days
8 for career development is exempt from this paragraph.

9 d. Adopt a teacher career development program in
10 accordance with this chapter.

11 e. Adopt a teacher evaluation plan that, at
12 minimum, requires a comprehensive evaluation of
13 teachers in the participating district at least every
14 five years based upon the Iowa teaching standards and
15 requires administrators to complete evaluator training
16 in accordance with section 284.10.

17 f. Adopt teacher career paths based upon
18 demonstrated knowledge and skills in accordance with
19 this chapter.

20 g. Adopt a team-based variable pay plan that
21 rewards attendance center success upon the
22 implementation of a statewide variable pay plan.

23 2. By July 1, 2003, each school district shall
24 participate in the student achievement and teacher
25 quality program.

26 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER
27 MENTORING AND INDUCTION PROGRAM.

28 1. A beginning teacher mentoring and induction
29 program is created to promote excellence in teaching,
30 enhance student achievement, build a supportive
31 environment within school districts, increase the
32 retention of promising beginning teachers, and promote
33 the personal and professional well-being of classroom
34 teachers. Prior to the completion of the 2001-2002
35 school year, a school district shall, at a minimum,
36 provide an approved beginning teacher mentoring and
37 induction program for all classroom teachers who are
38 beginning teachers.

39 2. The state board shall adopt rules to administer
40 this section.

41 3. Notwithstanding subsection 1, a school district
42 may provide a beginning teacher mentoring and
43 induction program for all classroom teachers who are
44 beginning teachers in the school years beginning July
45 1, 2001, and July 1, 2002.

46 4. Each participating school district shall
47 develop an initial beginning teacher mentoring and
48 induction plan. The plan shall be included in the
49 school district's comprehensive school improvement
50 plan submitted pursuant to section 256.7, subsection

S-3583

S-3583

Page 5

1 21. The beginning teacher induction plan shall, at a
2 minimum, provide for a two-year sequence of induction
3 program content and activities to support the Iowa
4 teaching standards and beginning teacher professional
5 and personal needs; mentor training that includes, at
6 a minimum, skills of classroom demonstration and
7 coaching, and district expectations for beginning
8 teacher competence on Iowa teaching standards;
9 placement of mentors and beginning teachers; the
10 process for dissolving mentor and beginning teacher
11 partnerships; district organizational support for
12 released time for mentors and beginning teachers to
13 plan, provide demonstration of classroom practices,
14 observe teaching, and provide feedback; structure for
15 mentor selection and assignment of mentors to
16 beginning teachers; a district facilitator; and
17 program evaluation.

18 5. Upon completion of the program, the beginning
19 teacher shall be comprehensively evaluated to
20 determine if the teacher meets expectations to move to
21 the career level. The school district shall recommend
22 a beginning teacher who has successfully completed the
23 program for an educational license. A school district
24 may offer a teacher a third year of participation in
25 the program if, after conducting a comprehensive
26 evaluation, the school district determines that the
27 teacher is likely to successfully complete the
28 mentoring and induction program by the end of the
29 third year of eligibility. A teacher granted a third
30 year of eligibility shall develop a teacher's
31 mentoring and induction program plan in accordance
32 with this chapter and shall undergo a comprehensive
33 evaluation at the end of the third year. The board of
34 educational examiners shall grant a one-year extension
35 of the beginning teacher's provisional license upon
36 notification by the school district that the teacher
37 will participate in a third year of the school
38 district's program.

39 Sec. 7. NEW SECTION. 284.6 TEACHER CAREER
40 DEVELOPMENT.

41 1. The department shall coordinate a statewide
42 network of career development for Iowa teachers. A
43 participating school district or career development
44 provider that offers a career development program in
45 accordance with section 256.9, subsection 51, shall
46 demonstrate that the program contains the following:

47 a. Support that meets the career development needs
48 of individual teachers and is aligned with the Iowa
49 teaching standards.

50 b. Research-based instructional strategies aligned

S-3583

S-3583

Page 6

1 with the school district's student achievement needs
2 and the long-range improvement goals established by
3 the district.

4 c. Instructional improvement components including
5 student achievement data, analysis, theory, classroom
6 demonstration and practice, technology integration,
7 observation, reflection, and peer coaching.

8 d. An evaluation component that documents the
9 improvement in instructional practice and the effect
10 on student learning.

11 2. The department shall identify models of career
12 development practices that produce evidence of the
13 link between teacher training and improved student
14 learning.

15 3. A participating school district shall
16 incorporate a district career development plan into
17 the district's comprehensive school improvement plan
18 submitted to the department in accordance with section
19 256.7, subsection 21. The district career development
20 plan shall include a description of the means by which
21 the school district will provide access to all
22 teachers in the district to career development
23 programs or offerings that meet the requirements of
24 subsection 1. The plan shall align all career
25 development with the school district's long-range
26 student learning goals and the Iowa teaching
27 standards. The plan shall indicate the school
28 district's approved career development provider or
29 providers.

30 4. In cooperation with the teacher's supervisor,
31 the teacher employed by a participating school
32 district shall develop an individual teacher career
33 development plan. The individual plan shall be based,
34 at minimum, on the needs of the teacher, the Iowa
35 teaching standards, and the student achievement goals
36 of the attendance center and the school district as
37 outlined in the comprehensive school improvement plan.
38 The individual plan shall be reviewed by the teacher
39 and the teacher's supervisor at the teacher's annual
40 review, and shall be modified as necessary to reflect
41 the individual teacher's and the school district's
42 needs and the individual's progress in the plan.

43 5. School districts, a consortium of school
44 districts, area education agencies, higher education
45 institutions, and other public or private entities
46 including professional associations may be approved by
47 the state board to provide teacher career development.
48 The career development program or offering shall, at
49 minimum, meet the requirements of subsection 1. The
50 state board shall adopt rules for the approval of

S-3583

-6-

S-3583

Page 7

1 career development providers and standards for the
2 district career development plan.

3 Sec. 8. NEW SECTION. 284.7 IOWA TEACHER CAREER
4 PATH.

5 To promote continuous improvement in Iowa's quality
6 teaching workforce and to give Iowa teachers the
7 opportunity for career recognition that reflects the
8 various roles teachers play as educational leaders, an
9 Iowa teacher career path is established for teachers
10 employed by participating school districts. A
11 participating school district shall raise teacher
12 salaries to meet the requirements of this section.
13 The Iowa teacher career path and salary minimums are
14 as follows:

15 1. Effective July 1, 2001, the following career
16 path levels are established and shall be implemented
17 in accordance with this chapter:

18 a. BEGINNING TEACHER.

19 (1) A beginning teacher is a teacher who meets the
20 following requirements:

21 (a) Has successfully completed an approved
22 practitioner preparation program as defined in section
23 272.1.

24 (b) Holds a provisional teacher license issued by
25 the board of educational examiners.

26 (c) Participates in the beginning teacher
27 mentoring and induction program as provided in this
28 chapter.

29 (2) The participating district shall increase the
30 district's minimum salary for a first-year beginning
31 teacher by at least one thousand five hundred dollars
32 per year above the minimum salary paid to a first-year
33 beginning teacher in the previous year unless the
34 minimum salary for a first-year beginning teacher
35 exceeds twenty-eight thousand dollars.

36 b. CAREER TEACHER.

37 (1) A career teacher is a teacher who meets the
38 following requirements:

39 (a) Has successfully completed the beginning
40 teacher mentoring and induction program and has
41 successfully completed a comprehensive evaluation as
42 provided in this chapter.

43 (b) Is reviewed by the school district as
44 demonstrating the competencies of a career teacher.

45 (c) Holds a valid license issued by the board of
46 educational examiners.

47 (d) Participates in teacher career development as
48 set forth in this chapter and demonstrates continuous
49 improvement in teaching.

50 (3) The participating district shall provide a two

S-3583

S-3583

Page 8

1 thousand dollar difference between the average
2 beginning teacher salary and the minimum career
3 teacher salary, unless the school district has a
4 minimum career teacher salary that exceeds thirty
5 thousand dollars.

6 2. It is the intent of the general assembly to
7 establish and require the implementation of and
8 provide for the implementation of the following
9 additional career path levels by July 1, 2003:

10 a. CAREER II TEACHER.

11 (1) A career II teacher is a teacher who meets the
12 requirements of subsection 1, paragraph "b", has met
13 the requirements established by the school district
14 that employs the teacher, and is evaluated by the
15 school district as demonstrating the competencies of a
16 career II teacher. The teacher shall have
17 successfully completed a comprehensive evaluation in
18 order to be classified as a career II teacher.

19 (2) It is the intent of the general assembly that
20 the participating district shall establish a minimum
21 salary for a career II teacher that is at least five
22 thousand dollars greater than the minimum career
23 teacher salary. It is further intended that the
24 district shall adopt a plan that facilitates the
25 transition of a career teacher to a career II level.

26 b. ADVANCED TEACHER.

27 (1) An advanced teacher is a teacher who meets the
28 following requirements:

29 (a) Receives the recommendation of the review
30 panel that the teacher possesses superior teaching
31 skills and that the teacher should be classified as an
32 advanced teacher.

33 (b) Holds a valid license from the board of
34 educational examiners.

35 (c) Participates in teacher career development as
36 outlined in this chapter and demonstrates continuous
37 improvement in teaching.

38 (d) Possesses the skills and qualifications to
39 assume leadership roles.

40 (2) It is the intent of the general assembly that
41 the participating district shall establish a minimum
42 salary for an advanced teacher that is at least
43 thirteen thousand five hundred dollars greater than
44 the minimum career teacher salary. In conjunction
45 with the development of the review panel pursuant to
46 section 284.9, the department shall make
47 recommendations to the general assembly by January 1,
48 2002, regarding the appropriate district-to-district
49 recognition for advanced teachers and methods that
50 facilitate the transition of a teacher to the advanced

S-3583

-8-

S-3583

Page 9

1 level.

2 3. A teacher shall be promoted one level at a time
3 and a teacher promoted to the next career level shall
4 remain at that level for at least one year before
5 requesting promotion to the next career level.

6 4. If a comprehensive evaluation for a teacher is
7 conducted in the fifth year of the teacher's status at
8 the career level, and indicates that the teacher's
9 practice no longer meets the standards for that level,
10 a comprehensive evaluation shall be conducted in the
11 next following school year. If the comprehensive
12 evaluation establishes that the teacher's practice
13 fails to meet the standards for that level, the
14 teacher shall be ineligible for any additional pay
15 increase.

16 5. A teacher employed in a participating district
17 shall not receive less compensation in that
18 participating district than the teacher received in
19 the school year starting July 1, 2001, due to
20 implementation of this chapter. A teacher who
21 achieves national board for professional teaching
22 standards certification and meets the requirements of
23 section 256.44 shall continue to receive the award as
24 specified in section 256.44 in addition to the
25 compensation set forth in this section.

26 Sec. 9. NEW SECTION. 284.8 EVALUATION
27 REQUIREMENTS.

28 1. A teacher's supervisor shall annually review
29 the teacher for purposes of continuous improvement
30 unless the teacher has been comprehensively reviewed
31 during the same school year. The supervisor may
32 designate another certified evaluator to conduct the
33 annual review of a teacher. The review shall include
34 classroom observation of the teacher and may include
35 supporting documentation from other supervisors,
36 parents, and students.

37 2. In addition to evaluations agreed upon under
38 chapter 20, a teacher shall be comprehensively
39 evaluated based on the provisions of section 284.3 at
40 least once every five years. Comprehensive
41 evaluations shall be conducted by an administrator or
42 the administrator's designee certified pursuant to
43 section 284.10. The evaluation shall include, at
44 minimum, classroom observation of the teacher, the
45 teacher's progress and implementation of the teacher's
46 individual career development plan, and should include
47 supporting documentation from other supervisors,
48 teachers, parents, and students. A teacher may be
49 comprehensively evaluated for purposes of performance
50 review or recommendation for licensure, and shall be

S-3583

S-3583

Page 10

1 comprehensively evaluated for advancement in the
2 career path established pursuant to section 284.7.
3 3. If a teacher is denied advancement based upon a
4 comprehensive evaluation, the teacher may appeal the
5 decision to an adjudicator under the process
6 established under section 279.17. However, the
7 decision of the adjudicator is final. If a district
8 does not recommend a teacher for continued employment
9 or licensure based upon a comprehensive evaluation,
10 the provisions of sections 279.14, 279.17, and 279.18
11 shall apply. A teacher may file one cause of action
12 objecting to the contents or procedures of a
13 comprehensive evaluation and the objections shall not
14 be subject to the grievance procedures negotiated in
15 accordance with chapter 20.

16 Sec. 10. NEW SECTION. 284.9 REVIEW PANEL.

17 1. A career II teacher seeking to receive an
18 advanced designation shall submit a portfolio of work
19 evidence aligned with the Iowa teaching standards to a
20 review panel established in accordance with subsection
21 2. A majority of the evidence in the portfolio shall
22 be classroom-based. The review panel shall evaluate
23 the career II teacher's portfolio to determine whether
24 the teacher demonstrates superior teaching skills and
25 shall make a recommendation to the board of
26 educational examiners whether or not the teacher shall
27 receive an advanced designation. The standards for
28 recommendation include, but are not limited to,
29 meeting the Iowa teaching standards at an advanced
30 level.

31 2. The department shall establish up to five
32 regional review panels consisting of five members per
33 panel. Each panel shall include, at a minimum, a
34 nationally board-certified teacher and a school
35 district administrator. Panel members shall be
36 appointed by the director and shall possess the
37 knowledge necessary to determine the quality of the
38 evidence submitted in an applicant's portfolio. Panel
39 members shall serve a staggered three-year term and
40 may be reappointed to a second term. The department
41 shall provide support and evaluation training for
42 panel members and convene panels as needed.

43 3. To assure fairness and consistency in the
44 evaluation process, the review panels may perform
45 random audits of the comprehensive evaluations
46 conducted by evaluators throughout the state, and may
47 randomly review performance-based evaluation models
48 developed by school districts in accordance with
49 section 284.3, subsection 2. The review of the
50 evaluation models shall ensure that the model is at

S-3583

S-3583

Page 11

1 least equivalent to the state model developed pursuant
2 to section 256.9, subsection 51.

3 4. A teacher who does not receive a recommendation
4 from a review panel may appeal that denial to an
5 administrative law judge located in the department of
6 inspections and appeals. The state shall not be
7 liable for a teacher's attorney fees, costs, or
8 damages that may result from an appeal of a review
9 panel's decision. The state board shall adopt rules
10 to administer this section.

11 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING
12 PROGRAM.

13 1. The department shall establish an evaluator
14 training program to improve the skills of school
15 district evaluators in making employment decisions,
16 making recommendations for licensure, and moving
17 teachers through a career path as established under
18 this chapter. The department shall consult with
19 persons representing teachers, national board-
20 certified teachers, administrators, school boards,
21 higher education institutions with approved
22 practitioner and administrator preparation programs,
23 and with persons from the private sector knowledgeable
24 in employment evaluation and evaluator training in
25 order to develop standards and requirements for the
26 program. Evaluator training programs offered pursuant
27 to this chapter may be provided by a public or private
28 entity. The department shall distribute a list of
29 evaluator training program providers to each school
30 district.

31 2. An administrator licensed under chapter 272 who
32 conducts evaluations of teachers for purposes of this
33 chapter shall complete the evaluator training program.
34 A practitioner licensed under chapter 272 who is not
35 an administrator may enroll in the evaluator training
36 program. Enrollment preference shall be given to
37 administrators. Upon successful completion, the
38 provider shall certify that the administrator or other
39 practitioner is qualified to conduct evaluations for
40 employment, make recommendations for licensure, and
41 make recommendations that a teacher is qualified to
42 advance from one career path level to the next career
43 path level pursuant to this chapter. Certification is
44 for a period of five years and may be renewed.

45 3. Effective until July 1, 2004, a school district
46 shall pay the amount of one thousand dollars for each
47 individual who is licensed as an administrator under
48 chapter 272 on or after July 1, 2001, and who has been
49 certified in accordance with this section. By October
50 1 annually, the school district shall notify the

S-3583

S-3583

Page 12

1 department of education of the number of individuals
2 who have achieved certification in accordance with
3 this section, and shall submit any documentation
4 requested by the department.

5 4. By July 1, 2002, a higher education institution
6 approved by the state board to provide an
7 administrator preparation program shall incorporate
8 the evaluator training program into the program
9 offered by the institution.

10 5. Beginning July 1, 2002, the board of
11 educational examiners shall require certification as a
12 condition of issuing or renewing an administrator's
13 license.

14 6. By July 1, 2004, the director shall develop and
15 implement an evaluator training certification renewal
16 program for administrators and other practitioners who
17 need to renew a certificate issued pursuant to this
18 section.

19 Sec. 12. NEW SECTION. 284.11 PILOT PROGRAM FOR
20 TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

21 1. It is the intent of the general assembly to
22 develop and implement by July 1, 2003, a statewide
23 team-based variable pay program and approval process
24 to reward individual attendance centers for
25 improvement in student achievement. The department
26 shall develop and administer a pilot team-based
27 variable pay program. A pilot program is established
28 to give Iowa school districts with one or more
29 participating attendance centers the opportunity to
30 explore and demonstrate successful methods to
31 implement team-based variable pay. Each school
32 district approved by the department to participate in
33 the pilot program shall administer a valid and
34 reliable standardized assessment at the beginning and
35 end of the school year to demonstrate growth in
36 student achievement.

37 2. A participating school district may provide a
38 cash award to all of the licensed practitioners at a
39 participating attendance center that has demonstrated
40 improvement in student achievement as provided in this
41 section. The school district is encouraged to extend
42 cash awards to other staff employed at the attendance
43 center.

44 3. The team-based pay plan shall be approved by
45 the local board.

46 4. A district electing to initiate a team-based
47 variable pay plan according to this section during the
48 school year beginning July 1, 2001, shall notify the
49 department of its election in writing no later than
50 August 1, 2001. The department shall certify the

S-3583

S-3583

Page 13

1 school district plan by October 1, 2001.
2 Sec. 13. NEW SECTION. 284.12 REPORT.
3 1. The department shall annually report the
4 statewide progress on the following:
5 a. Students achievement scores in mathematics and
6 reading at the fourth and eighth grade levels on a
7 district-by-district basis.
8 b. Improvement in teacher compensation.
9 c. Evaluator training program.
10 d. Team-based variable pay for student
11 achievement.
12 e. Changes and improvements in the evaluation of
13 teachers under the Iowa teaching standards.
14 2. The report shall be made available to the
15 chairpersons and ranking members of the senate and
16 house committees on education, the state board, the
17 governor, and school districts by January 1. School
18 districts shall provide information as required by the
19 department for the compilation of the report and for
20 accounting and auditing purposes.
21 3. The department shall provide for a
22 comprehensive independent evaluation of all components
23 of the student achievement and teacher quality program
24 and shall submit the results of the evaluation in the
25 report submitted pursuant to subsection 2 by January
26 1, 2007.
27 4. The board of educational examiners shall
28 compile statistical information from the results of
29 the examinations administered pursuant to section
30 272.2, subsection 16. The information compiled shall
31 identify the practitioner preparation programs from
32 which the applicants graduated, but shall not identify
33 applicants individually. The statistical information
34 compiled by the board pursuant to this subsection is a
35 public record. The board shall submit a review of the
36 statistical information to the chairpersons and
37 ranking members of the senate and house committees on
38 education and the state board by December 1, 2003.
39 5. In developing administrative rules for
40 consideration by the state board, the department shall
41 consult with persons representing teachers,
42 administrators, school boards, approved practitioner
43 preparation institutions, and other appropriate
44 education stakeholders.
45 Sec. 14. Section 256.7, Code 2001, is amended by
46 adding the following new subsection:
47 NEW SUBSECTION. 25. Prescribe standards and
48 procedures for the approval of a nontraditional
49 practitioner preparation program to be offered by
50 practitioner preparation institutions in this state in

S-3583

-13-

S-3583

Page 14

1 accordance with section 272.2, subsection 13.

2 Sec. 15. Section 256.9, Code 2001, is amended by
3 adding the following new subsection:

4 NEW SUBSECTION. 51. Develop a core knowledge and
5 skill criteria model, based upon the Iowa teaching
6 standards, for the evaluation, the advancement, and
7 for teacher career development purposes pursuant to
8 chapter 284. The model criteria shall further define
9 the characteristics of quality teaching as established
10 by the Iowa teaching standards.

11 Sec. 16. Section 256.16, Code 2001, is amended by
12 adding the following new subsection:

13 NEW SUBSECTION. 3. The state board shall adopt
14 rules requiring that all higher education institutions
15 providing nontraditional practitioner preparation, at
16 a minimum, meet the standards and comply with the
17 standards established pursuant to section 256.7,
18 subsection 25. A nontraditional practitioner
19 preparation instruction program is exempt from the
20 student teaching or field experience requirements of
21 section 272.25. A nontraditional practitioner
22 preparation instruction program shall include
23 coursework in education theory, instructional methods,
24 classroom management, and practice teaching. The
25 program shall consist of two twelve-semester-hour, or
26 the trimester or quarter equivalent, courses of study,
27 the first of which a student shall successfully
28 complete prior to receiving a nontraditional
29 conditional license pursuant to section 272.2,
30 subsection 13, paragraphs "a" and "b". Prior to
31 licensure as an administrator or a provisional
32 teacher, a student shall successfully complete the
33 second twelve-semester-hour, or the trimester or
34 quarter equivalent, course of study in accordance with
35 section 272.2, subsection 13. The institution that
36 delivers the coursework to a practitioner pursuant to
37 this subsection shall include as a component of its
38 program supervision of a practitioner during the
39 practitioner's year of employment under a
40 nontraditional conditional license, and shall, in
41 consultation with the practitioner's evaluator at the
42 school district or accredited nonpublic school of
43 employment, submit to the board of educational
44 examiners a comprehensive evaluation of the
45 practitioner's performance by July 1 following the
46 practitioner's year of employment under a
47 nontraditional conditional license.

48 Sec. 17. Section 272.1, Code 2001, is amended by
49 adding the following new subsection:

50 NEW SUBSECTION. 5A. "Nontraditional conditional

S-3583

-14-

S-3583

Page 15

1 license" means the authority that is given to allow a
2 person to legally serve as a practitioner on a
3 temporary basis while the person completes a
4 nontraditional practitioner preparation program.

5 Sec. 18. Section 272.2, subsection 1, Code 2001,
6 is amended to read as follows:

7 1. a. License practitioners, who do not hold or
8 receive a license from another professional licensing
9 board, and professional development programs, except
10 for programs developed and offered by practitioner
11 preparation institutions or area education agencies
12 and approved by the state board of education.
13 Licensing authority includes the authority to
14 establish criteria for the licenses, ~~including but not~~
15 ~~limited to,~~ establish issuance and renewal
16 requirements, ~~creation of~~ create application and
17 renewal forms, ~~creation of~~ create licenses that
18 authorize different instructional functions or
19 specialties, ~~development of~~ develop a code of
20 professional rights and responsibilities, practice,
21 and ethics, and ~~the authority to~~ develop any other
22 classifications, distinctions, and procedures which
23 may be necessary to exercise licensing duties. A code
24 of professional rights and responsibilities, practice,
25 and ethics shall address but not be limited to the
26 habitual failure of a practitioner to fulfill
27 contractual obligations under section 279.13.

28 b. Notwithstanding section 272.28, subsection 1, a
29 teacher shall be licensed in accordance with rules
30 adopted pursuant to chapter 272, Code 2001, if the
31 teacher successfully completes a beginning teacher
32 mentoring program approved pursuant to chapter 256E on
33 or before June 30, 2002, or is employed by a school
34 district that does not offer a beginning teacher
35 mentoring and induction program approved in accordance
36 with this chapter during the school year beginning
37 July 1, 2001.

38 c. Notwithstanding section 272.28, subsection 1, a
39 teacher shall receive an educational license if the
40 teacher meets the licensing requirements of this
41 chapter and, prior to July 1, 2003, successfully
42 completes a two-year beginning teacher mentoring and
43 induction program approved pursuant to this chapter.

44 Sec. 19. Section 272.2, subsection 13, Code 2001,
45 is amended to read as follows:

46 13. Adopt rules to provide for nontraditional
47 preparation and licensing options for licensing
48 persons who hold, at a minimum, a bachelor's degree
49 from an accredited college or university, but who do
50 not meet other requirements for licensure. At a

S-3583

S-3583

Page 16

1 minimum, the rules shall provide for the following:
2 a. An individual who possesses at least a master's
3 degree in business administration, public
4 administration, or a comparable degree, or who
5 possesses at least a bachelor's degree from an
6 accredited postsecondary institution and life
7 experience equivalent to a master's degree in a
8 management field as determined by rule, and who has
9 been employed for at least ten of the last fifteen
10 years in a management position, may be issued a one-
11 year, nonrenewable nontraditional conditional
12 administrator's license if the individual successfully
13 completes a nontraditional practitioner preparation
14 instruction program in accordance with section 256.16,
15 subsection 3. An individual may be issued an
16 administrator's license if the individual successfully
17 completes one year of employment as an administrator
18 under a nontraditional conditional license and
19 successfully completes the second course of study set
20 forth in section 256.16, subsection 3. However, an
21 individual licensed pursuant to this paragraph shall
22 be licensed only to serve as an administrator in a
23 school district with an actual enrollment of five
24 thousand five hundred or more pupils.
25 b. An individual who possesses at least a
26 bachelor's degree from an accredited postsecondary
27 institution, has been employed for at least five
28 consecutive years in an area requiring knowledge and
29 practical application of the individual's
30 postsecondary academic background, and can document,
31 to the satisfaction of the state board of educational
32 examiners, successful experience working with
33 children, may be issued a one-year, nonrenewable
34 nontraditional conditional license to teach students
35 in grades nine through twelve in the area of the
36 individual's academic background and employment
37 experience if the individual successfully completes a
38 nontraditional practitioner preparation instruction
39 program, in accordance with section 256.16, subsection
40 3. In addition to these requirements, an individual
41 seeking a nontraditional conditional license to teach
42 special education students in grades nine through
43 twelve shall document, to the satisfaction of the
44 state board of educational examiners, five years of
45 successful experience working with children requiring
46 special education. An individual may be issued a
47 provisional license to teach students in grades nine
48 through twelve in the area of the individual's
49 academic background and employment experience if the
50 individual successfully completes one year of teaching

S-3583

-16-

S-3583

Page 17

1 under a nontraditional conditional license and
2 successfully completes the second course of study set
3 forth in section 256.16, subsection 3. A person
4 issued a nontraditional conditional or provisional
5 teaching license pursuant to this paragraph shall
6 successfully complete, at a minimum, a two-year
7 beginning teacher mentoring and induction program.

8 Sec. 20. Section 272.2, Code 2001, is amended by
9 adding the following new subsection:

10 NEW SUBSECTION. 16. a. Administer the Praxis II
11 examination for knowledge of pedagogies and for not
12 more than one content area to the following:

13 (1) Each individual traditionally prepared in
14 accordance with section 272.25 who is applying for a
15 provisional license prior to issuance of the license.

16 (2) Each individual who is applying for a
17 nontraditional license in accordance with subsection
18 13, paragraph "b".

19 b. Examination fees for the examination required
20 under this subsection shall be paid by the board.
21 Costs incurred for additional content area
22 examinations shall be paid by the applicant.

23 c. The results of the examinations administered
24 pursuant to paragraph "a", subparagraphs (1) and (2),
25 shall be separately maintained from the results of
26 examinations administered to traditionally prepared
27 students.

28 d. This subsection is repealed effective June 30,
29 2003.

30 Sec. 21. NEW SECTION. 272.28 MENTORING AND
31 INDUCTION REQUIREMENT.

32 1. Effective July 1, 2003, requirements for
33 teacher licensure beyond a provisional license shall
34 include successful completion of a beginning teacher
35 mentoring and induction program approved by the state
36 board of education.

37 2. A teacher from an accredited nonpublic school
38 or another state or country is exempt from the
39 requirement of subsection 1 if the teacher can
40 document three years of successful teaching experience
41 within the past five years and meet or exceed the
42 requirements contained in rules adopted under this
43 chapter for endorsement and licensure.

44 Sec. 22. Section 279.19, unnumbered paragraphs 1
45 and 2, Code 2001, are amended to read as follows:

46 The first ~~three~~ two consecutive years of employment
47 of a teacher in the same school district are a
48 probationary period. However, if the teacher has
49 successfully completed a probationary period of
50 employment for another school district located in

S-3583

S-3583

Page 18

1 Iowa, the probationary period in the current district
2 of employment shall not exceed one year. A board of
3 directors may waive the probationary period for any
4 teacher who previously has served a probationary
5 period in another school district and the board may
6 extend the probationary period for an additional year
7 with the consent of the teacher.

8 Notwithstanding the two-year probationary period
9 otherwise provided for in this section, if a school
10 district offers a beginning teacher a third year of a
11 beginning teacher mentoring and induction program, and
12 the teacher accepts the school district's offer, the
13 teacher's probationary period shall continue through
14 the teacher's third year of employment.

15 In the case of the termination of a probationary
16 teacher's contract, the provisions of sections 279.15
17 and 279.16 shall apply.

18 Sec. 23. Chapter 256E, Code 2001, is repealed.

19 Sec. 24. Section 272.33, Code 2001, is repealed
20 effective July 1, 2002.

21 Sec. 25. DEPARTMENTAL STUDIES. The department of
22 education shall do the following:

23 1. Compile and report, in consultation with the
24 board of educational examiners, information relating
25 to nontraditional practitioner preparation programs,
26 including the number of programs available and
27 geographic areas in which they are available, the
28 number of individuals who apply for a nontraditional
29 conditional license, the number of individuals
30 possessing a nontraditional conditional license who
31 apply for a provisional license, the subject areas in
32 which persons who possess nontraditional conditional
33 licenses are teaching and where they are teaching.
34 The department shall submit its findings and
35 recommendations in a report to the senate and house of
36 representatives standing committees on education by
37 December 1, 2002.

38 2. Analyze and compare, in consultation with the
39 board of educational examiners, the requirements for
40 practitioner licensure or endorsement that require a
41 master's degree and the master's degree requirements
42 established by approved practitioner preparation
43 graduate programs. The institutions offering approved
44 practitioner preparation programs shall submit
45 information to the department as requested by the
46 department. The department shall submit its findings
47 and recommendations in a report to the senate and
48 house of representatives standing committees on
49 education by December 1, 2001.

50 Sec. 26. PRACTITIONER PREPARATION CREDIT TRANSFER

S-3583

S-3583

Page 19

1 STUDY. The state board of regents shall conduct a
2 study of the transfer of credits between practitioner
3 preparation institutions, both in-state and out-of-
4 state, to determine whether the transfer of credits by
5 practitioner preparation institutions is fair and
6 consistent. The state board shall collect information
7 relating to the transfer and acceptance of credits
8 from a representative sample of in-state and out-of-
9 state practitioner preparation institutions. The
10 state board shall identify actions that may be taken
11 to improve the ability of a student to transfer
12 credits earned in one practitioner preparation
13 institution to another. The state board shall submit
14 its findings and recommendations in a report to the
15 senate and house of representatives standing
16 committees on education by December 1, 2001.

17 Sec. 27. LEGISLATIVE IMPLEMENTATION AND OVERSIGHT
18 COMMITTEE. The legislative council is requested to
19 establish a two-year legislative implementation and
20 oversight committee to conduct a comprehensive study
21 of team-based variable pay and make recommendations
22 for the implementation of a team-based variable pay
23 plan component of the student achievement and teacher
24 quality program.

25 The committee shall establish the manner in which
26 standards of performance are to be determined, the
27 level of expected growth, the development of a student
28 academic database, the timeline and procedure for the
29 collection of student achievement data, identification
30 of the structures of a team for purposes of equitable
31 operation of the plan, and a timeline for
32 implementation of the plan. The committee shall
33 select an assessment model for use in accurately
34 measuring student achievement. The committee may
35 recommend additional measures and reviews for the
36 purpose of strengthening comprehensive school
37 improvement plans through the implementation of team-
38 based variable pay plans. The committee shall monitor
39 the progress of team-based variable pay pilot
40 programs.

41 The committee shall recommend a means of evaluation
42 designed to determine the effect of the student
43 achievement and teacher quality plan on raising
44 student achievement. The committee shall submit
45 preliminary recommendations to the general assembly by
46 December 15, 2001, and shall make its final
47 recommendations to the general assembly by December
48 15, 2002.

49 The committee shall be composed of six voting
50 members representing both political parties and both

S-3583

S-3583

Page 20

1 houses of the general assembly. Three members shall
 2 be appointed by the president of the senate, after
 3 consultation with the majority leader of the senate
 4 and the minority leader of the senate. The remaining
 5 three members shall be appointed by the speaker of the
 6 house of representatives after consultation with the
 7 majority and minority leaders of the house of
 8 representatives.

9 The committee shall also include the following ex
 10 officio, nonvoting members:

11 1. The director of the department of education or
 12 the director's designee.

13 2. One member who shall be appointed by the Iowa
 14 association of school boards.

15 3. One member who shall be appointed by the school
 16 administrators of Iowa.

17 4. Two members who shall be appointed
 18 independently by the state's two largest professional
 19 teachers associations.

20 5. One member who shall be appointed by the
 21 governor to represent the office of the governor.

22 It is the intent of the general assembly that the
 23 legislative implementation committee oversee the
 24 implementation of the policies established pursuant to
 25 this Act.

26 Sec. 28. STATE MANDATE FUNDING SPECIFIED. In
 27 accordance with section 25B.2, subsection 3, the state
 28 cost of requiring compliance with any state mandate
 29 included in this Act shall be paid by a school
 30 district from state school foundation aid received by
 31 the school district under section 257.16. This
 32 specification of the payment of the state cost shall
 33 be deemed to meet all the state funding-related
 34 requirements of section 25B.2, subsection 3, and no
 35 additional state funding shall be necessary for the
 36 full implementation of this Act by and enforcement of
 37 this Act against all affected school districts."

By MARY E. KRAMER
 NANCY BOETTGER
 PAUL MCKINLEY
 JOANN JOHNSON
 JOHN W. JENSEN
 RICHARD F. DRAKE
 KITTY REHBERG
 E. THURMAN GASKILL
 JEFF LAMBERTI
 MARK ZIEMAN

LARRY MCKIBBEN
 ANDY MCKEAN
 JERRY BEHN
 NEAL SCHUERER
 JEFF ANGELO
 KEN VEENSTRA
 STEWART IVERSON, Jr.
 O. GENE MADDOX
 DAVID MILLER

S-3583 FILED APRIL 30, 2001

Adopted
 5/2/01
 (p. 1462)

**SENATE FILE 476
FISCAL NOTE**

A fiscal note for **Senate File 476** is hereby submitted pursuant to Joint Rule 17. Data used in developing this fiscal note is available from the Legislative Fiscal Bureau to members of the Legislature upon request.

Senate File 476 establishes a student achievement and teacher quality program. This Bill allocates State aid in FY 2002 for implementation of this program.

ASSUMPTIONS

1. Fifteen percent of funds appropriated for this program are provided for the team-based variable pay portion of the Bill. The FY 2002 cost is \$6.0 million.
2. In FY 2002, \$1.9 million is allocated for the issuance of national board certification awards.
3. In FY 2002, \$2.4 million is allocated to the Department of Education for the beginning teacher mentoring program portion of the Bill.
4. For FY 2002, \$1.5 million is allocated to the Department of Education for the purposes of establishing an evaluator training program.
5. For FY 2002, \$1.0 million is allocated to the Department of Education for implementation of the professional development program requirements in the Bill.
6. For FY 2002, \$500,000 is allocated to the Board of Educational Examiners for fees and costs incurred in administering the Praxis II examination.
7. For FY 2002, \$26.7 million is allocated to school districts for implementation of qualifying teacher pay increases as indicated in Section 12 of the Bill.

FISCAL IMPACT

The allocation amounts in Senate File 476 total \$40.0 million for FY 2002, however, Senate File 476 does not contain an appropriation for this purpose.

SOURCE

Department of Education

(LSB 16025V, SLS)

FILED MARCH 21, 2001

BY DENNIS PROUTY, FISCAL DIRECTOR

SENATE FILE 476

S-3588

1 Amend the amendment, S-3583, to Senate File 476, as
2 follows:
3 1. Page 3, line 4, by inserting after the word
4 "students" the following: ", including the use of
5 technology for curriculum integration".
6 2. Page 3, line 50, by inserting after the word
7 "needs" the following: ", including the integration
8 of technology into curriculum development,".
9 3. Page 9, line 34, by inserting after the word
10 "include" the following: "video portfolios as
11 evidence of teaching practices and".

By MARY E. KRAMER
NANCY BOETTGER

S-3588 FILED MAY 1, 2001

W/D
5/2/01 (P. 455) SENATE FILE 476

S-3590

1 Amend the amendment, S-3583, to Senate File 476, as
2 follows:
3 1. By striking page 13, line 45 through page 14,
4 line 1.
5 2. By striking page 14, line 11 through page 15,
6 line 4.
7 3. By striking page 15, line 44 through page 17,
8 line 7.
9 4. Page 17, by striking lines 12 through 14 and
10 inserting the following: "more than one content area
11 to each individual who is applying for a".
12 5. Page 17, by striking lines 16 through 18.
13 6. Page 17, by striking lines 23 through 27.
14 7. Page 18, by striking lines 21 through 49.
15 8. By renumbering as necessary.

By PATRICIA HARPER
JOHNIE HAMMOND
MICHAEL E. GRONSTAL
BETTY A. SOUKUP
JOHN P. KIBBIE
ROBERT E. DVORSKY
JACK HOLVECK

MARK SHEARER
TOM FLYNN
JOE BOLKCOM
WALLY E. HORN
EUGENE S. FRAISE
PATRICK J. DELUHERY
BILL FINK

S-3590 FILED MAY 1, 2001

Adopted
5/2/01
(P. 1460)

SENATE FILE 476

S-3591

1 Amend the amendment, S-3583, to Senate File 476 as
2 follows:

3 1. By striking page 1, line 1, through page 20,
4 line 37, and inserting the following:

5 "Amend Senate File 576 as follows:

6 1. By striking everything after the enacting
7 clause and inserting the following:

8 "Section 1. APPROPRIATION. There is appropriated
9 from the general fund of the state to the department
10 of education for the fiscal year beginning July 1,
11 2001, and ending June 30, 2002, the following amount,
12 or so much thereof as is necessary, to be used for the
13 purposes designated:

14 For purposes of the student achievement and teacher
15 quality program established as provided in chapter
16 284:

17 \$ 40,000,000

18 Sec. 2. INTENT. It is the intent of the general
19 assembly to create a teacher quality program that
20 acknowledges that outstanding teachers are a key
21 component in student success. The program's goals are
22 to redesign compensation strategies and teachers'
23 professional development. Such compensation
24 strategies are designed to attract and retain high
25 performing teachers, to reward teachers for improving
26 their skills and knowledge in a manner that translates
27 into better student learning, and to reward the staff
28 of school attendance centers for improvement in
29 student achievement.

30 Sec. 3. NEW SECTION. 284.1 STUDENT ACHIEVEMENT
31 AND TEACHER QUALITY PROGRAM.

32 A student achievement and teacher quality program
33 is established to promote high student achievement.
34 The program shall consist of the following four major
35 elements:

36 1. Mentoring and induction programs that provide
37 support for beginning teachers in accordance with
38 sections 284.5 and 284.6.

39 2. Career paths with compensation levels that
40 strengthen Iowa's ability to recruit and retain
41 teachers.

42 3. Professional development designed to directly
43 support best teaching practices.

44 4. Team-based variable pay that provides
45 additional compensation when student performance
46 improves.

47 Sec. 4. NEW SECTION. 284.2 DEFINITIONS.

48 As used in this chapter, unless the context
49 otherwise requires:

50 1. "Beginning teacher" means an individual serving

S-3591

S-3591

Page 2

1 under an initial provisional or conditional license,
2 issued by the board of educational examiners under
3 chapter 272, who is assuming a position as a classroom
4 teacher.

5 2. "Classroom teacher" means an individual who
6 holds a valid practitioner's license and who is
7 employed under a teaching contract with a school
8 district or area education agency in this state to
9 provide classroom instruction to students.

10 3. "Comprehensive evaluation" means a summative
11 evaluation of a teacher conducted by an evaluator for
12 purposes of performance review, or recommendation for
13 licensure based upon models developed pursuant to
14 section 256.9, subsection 51, and to determine whether
15 the teacher's practice meets the school district
16 expectations for a career, career II, or advanced
17 level.

18 4. "Department" means the department of education.

19 5. "Director" means the director of the department
20 of education.

21 6. "Evaluator" means an administrator or other
22 practitioner who successfully completes an evaluator
23 training program pursuant to section 284.10.

24 7. "Mentor" means an individual employed by a
25 school district or area education agency as a
26 classroom teacher who holds a valid license issued
27 under chapter 272. The individual must have a record
28 of four years of successful teaching practice, must be
29 employed as a classroom teacher on a nonprobationary
30 basis, and must demonstrate professional commitment to
31 both the improvement of teaching and learning and the
32 development of beginning teachers.

33 8. "School board" means the board of directors of
34 a school district or a collaboration of boards of
35 directors of school districts.

36 9. "State board" means the state board of
37 education.

38 10. "Teacher" means an individual holding a
39 practitioner's license issued under chapter 272, who
40 is employed as a teacher, librarian, media specialist,
41 or counselor in a nonadministrative position by a
42 school district or area education agency pursuant to a
43 contract issued by a board of directors under section
44 279.13. A teacher may be employed in both an
45 administrative and a nonadministrative position by a
46 board of directors and shall be considered a part-time
47 teacher for the portion of time that the teacher is
48 employed in a nonadministrative position. "Teacher"
49 includes a licensed individual employed on a less than
50 full-time basis by a school district through a

S-3591

S-3591

Page 3

1 contract between the school district and an
2 institution of higher education with a practitioner
3 preparation program in which the licensed teacher is
4 enrolled.

5 Sec. 5. NEW SECTION. 284.3 IOWA TEACHING
6 STANDARDS.

7 1. For purposes of this chapter and for developing
8 teacher evaluation criteria under chapter 279, the
9 Iowa teaching standards are as follows:

10 a. Demonstrates competence in content knowledge
11 appropriate to the teaching position.

12 b. Demonstrates competence in planning and
13 preparing for instruction.

14 c. Uses strategies to deliver instruction that
15 meets the multiple learning needs of students.

16 d. Uses a variety of methods to monitor student
17 learning.

18 e. Demonstrates competence in classroom
19 management.

20 f. Engages in professional growth.

21 g. Fulfills professional responsibilities
22 established by the school district.

23 2. The school board and faculty shall collaborate
24 to further define good teaching by enhancing the Iowa
25 teaching standards in the following manner:

26 a. For purposes of comprehensive evaluations for
27 beginning teachers, including the comprehensive
28 evaluation required for the beginning teacher to
29 progress to career teacher, the criteria shall be
30 based upon models developed pursuant to section 256.9,
31 subsection 51, and established pursuant to chapter 20.

32 b. For purposes of comprehensive evaluations for
33 teachers other than beginning teachers, the school
34 board shall convene the members of the school board
35 and representatives of the faculty, elected by the
36 faculty, to establish criteria based upon models
37 developed pursuant to section 256.9, subsection 51.
38 If the parties are unable to reach agreement, however,
39 the model criteria shall become the school district's
40 criteria. These criteria shall be in addition to
41 criteria otherwise agreed to under chapter 20.

42 Sec. 6. NEW SECTION. 284.4 PARTICIPATION.

43 1. A school district is eligible to receive moneys
44 appropriated for purposes specified in this chapter if
45 the school board applies to the department to
46 participate in the student achievement and teacher
47 quality program and submits a written statement
48 declaring the school district's willingness to do all
49 of the following:

50 a. Commit and expend local moneys to improve

S-3591

S-3591

Page 4

- 1 student achievement and teacher quality.
- 2 b. Implement a beginning teacher mentoring and
- 3 induction program as provided in this chapter.
- 4 c. Adopt a teacher career development program in
- 5 accordance with this chapter.
- 6 d. Adopt a teacher evaluation plan that, at
- 7 minimum, requires a comprehensive evaluation of
- 8 teachers in the participating district at least every
- 9 five years based upon the Iowa teaching standards and
- 10 requires administrators to complete evaluator training
- 11 in accordance with section 284.10.
- 12 e. Adopt teacher career paths based upon
- 13 demonstrated knowledge and skills in accordance with
- 14 this chapter.
- 15 f. Adopt a team-based variable pay plan that
- 16 rewards attendance center success when demonstrating
- 17 improvement in meeting attendance center student
- 18 achievement goals that are consistent with the
- 19 district comprehensive school improvement plan.
- 20 2. By July 1, 2003, each school district shall
- 21 participate in the student achievement and teacher
- 22 quality program.

23 Sec. 7. NEW SECTION. 284.5 BEGINNING TEACHER
24 MENTORING AND INDUCTION PROGRAM.

- 25 1. A beginning teacher mentoring and induction
- 26 program is created to promote excellence in teaching,
- 27 enhance student achievement, build a supportive
- 28 environment within school districts, increase the
- 29 retention of promising beginning teachers, and promote
- 30 the personal and professional well-being of classroom
- 31 teachers. Prior to the completion of the 2001-2002
- 32 school year, a school district shall, at a minimum,
- 33 provide an approved beginning teacher mentoring and
- 34 induction program for all classroom teachers who are
- 35 beginning teachers.
- 36 2. The state board shall adopt rules to administer
- 37 this section.
- 38 3. Notwithstanding subsection 1, a school district
- 39 may provide a beginning teacher mentoring and
- 40 induction program for all classroom teachers who are
- 41 beginning teachers in the school years beginning July
- 42 1, 2001, and July 1, 2002, and, notwithstanding
- 43 section 284.4, subsection 1, a school district is
- 44 eligible to receive moneys under section 284.13,
- 45 subsection 1, paragraph "c", for each fiscal year of
- 46 the fiscal period beginning July 1, 2001, and ending
- 47 June 30, 2003, to establish a beginning teacher
- 48 mentoring and induction program in accordance with
- 49 this section.
- 50 4. Each participating school district shall

S-3591

S-3591

Page 5

1 develop an initial beginning teacher mentoring and
2 induction plan. The plan shall be included in the
3 school district's comprehensive school improvement
4 plan submitted pursuant to section 256.7, subsection
5 21. The beginning teacher induction plan shall, at a
6 minimum, provide for a two-year sequence of induction
7 program content and activities to support the Iowa
8 teaching standards and beginning teacher professional
9 and personal needs; mentor training that includes, at
10 a minimum, skills of classroom demonstration and
11 coaching, and district expectations for beginning
12 teacher competence on Iowa teaching standards;
13 placement of mentors and beginning teachers; the
14 process for dissolving mentor and beginning teacher
15 partnerships; district organizational support for
16 released time for mentors and beginning teachers to
17 plan, provide demonstration of classroom practices,
18 observe teaching, and provide feedback; structure for
19 mentor selection and assignment of mentors to
20 beginning teachers; a district facilitator; and
21 program evaluation.

22 5. Upon completion of the program, the beginning
23 teacher shall be comprehensively evaluated to
24 determine if the teacher meets expectations to move to
25 the career level. The school district shall recommend
26 a beginning teacher who has successfully completed the
27 program for an educational license. A school district
28 may offer a teacher a third year of participation in
29 the program if, after conducting a comprehensive
30 evaluation, the school district determines that the
31 teacher is likely to successfully complete the
32 mentoring and induction program by the end of the
33 third year of eligibility. A teacher granted a third
34 year of eligibility shall develop a teacher's
35 mentoring and induction program plan in accordance
36 with this chapter and shall undergo a comprehensive
37 evaluation at the end of the third year. The board of
38 educational examiners shall grant a one-year extension
39 of the beginning teacher's provisional license upon
40 notification by the school district that the teacher
41 will participate in a third year of the school
42 district's program.

43 Sec. 8. NEW SECTION. 284.6 TEACHER CAREER
44 DEVELOPMENT.

45 1. The department shall coordinate a statewide
46 network of career development for Iowa teachers. A
47 participating school district or career development
48 provider that offers a career development program in
49 accordance with section 256.9, subsection 51, shall
50 demonstrate that the program contains the following:

S-3591

-5-

S-3591

Page 6

1 a. Support that meets the career development needs
2 of individual teachers and is aligned with the Iowa
3 teaching standards.

4 b. Research-based instructional strategies aligned
5 with the school district's student achievement needs
6 and the long-range improvement goals established by
7 the district.

8 c. Instructional improvement components including
9 student achievement data, analysis, theory, classroom
10 demonstration and practice, technology integration,
11 observation, reflection, and peer coaching.

12 d. An evaluation component that documents the
13 improvement in instructional practice and the effect
14 on student learning.

15 2. The department shall identify models of career
16 development practices that produce evidence of the
17 link between teacher training and improved student
18 learning.

19 3. A participating school district shall
20 incorporate a district career development plan into
21 the district's comprehensive school improvement plan
22 submitted to the department in accordance with section
23 256.7, subsection 21. The district career development
24 plan shall include a description of the means by which
25 the school district will provide access to all
26 teachers in the district to career development
27 programs or offerings that meet the requirements of
28 subsection 1. The plan shall align all career
29 development with the school district's long-range
30 student learning goals and the Iowa teaching
31 standards. The plan shall indicate the school
32 district's approved career development provider or
33 providers.

34 4. In cooperation with the teacher's supervisor,
35 the teacher employed by a participating school
36 district shall develop an individual teacher career
37 development plan. The individual plan shall be based,
38 at minimum, on the needs of the teacher, the Iowa
39 teaching standards, and the student achievement goals
40 of the attendance center and the school district as
41 outlined in the comprehensive school improvement plan.
42 The individual plan shall be reviewed by the teacher
43 and the teacher's supervisor on a periodic basis to
44 reflect the individual teacher's and the school
45 district needs and the individual's progress in the
46 plan.

47 5. School districts, a consortium of school
48 districts, area education agencies, higher education
49 institutions, and other public or private entities
50 including professional associations may be approved by

S-3591

S-3591

Page 7

1 the state board to provide teacher career development.
2 The career development program or offering shall, at
3 minimum, meet the requirements of subsection 1. The
4 state board shall adopt rules for the approval of
5 career development providers and standards for the
6 district career development plan.

7 Sec. 9. NEW SECTION. 284.7 IOWA TEACHER CAREER
8 PATH.

9 To promote continuous improvement in Iowa's quality
10 teaching workforce and to give Iowa teachers the
11 opportunity for career recognition that reflects the
12 various roles teachers play as educational leaders, an
13 Iowa teacher career path is established for teachers
14 employed by participating school districts. A
15 participating school district shall use funding
16 allocated under section 284.13, subsection 1,
17 paragraph "f", to raise teacher salaries to meet the
18 requirements of this section. The Iowa teacher career
19 path and salary minimums are as follows:

20 1. Effective July 1, 2001, the following career
21 path levels are established and shall be implemented
22 in accordance with this chapter:

23 a. BEGINNING TEACHER.

24 (1) A beginning teacher is a teacher who meets the
25 following requirements:

26 (a) Has successfully completed an approved
27 practitioner preparation program as defined in section
28 272.1.

29 (b) Holds a provisional teacher license issued by
30 the board of educational examiners.

31 (c) Participates in the beginning teacher
32 mentoring and induction program as provided in this
33 chapter.

34 (2) The participating district shall increase the
35 district's minimum salary for a first-year beginning
36 teacher by at least one thousand five hundred dollars
37 per year above the minimum salary paid to a first-year
38 beginning teacher in the previous year unless the
39 minimum salary for a first-year beginning teacher
40 exceeds twenty-eight thousand dollars.

41 b. CAREER TEACHER.

42 (1) A career teacher is a teacher who meets the
43 following requirements:

44 (a) Has successfully completed the beginning
45 teacher mentoring and induction program as provided in
46 this chapter.

47 (b) Is reviewed by the school district as
48 demonstrating the competencies of a career teacher.

49 (c) Holds a valid license issued by the board of
50 educational examiners.

S-3591

-7-

S-3591

Page 8

1 (d) Participates in teacher career development as
2 set forth in this chapter and demonstrates continuous
3 improvement in teaching.

4 (3) The participating district shall provide a two
5 thousand dollar difference between the average
6 beginning teacher salary and the minimum career
7 teacher salary, unless the school district has a
8 minimum career teacher salary that exceeds thirty
9 thousand dollars.

10 2. It is the intent of the general assembly to
11 establish and require the implementation of and
12 provide for the implementation of the following
13 additional career path levels by July 1, 2003:

14 a. CAREER II TEACHER.

15 (1) A career II teacher is a teacher who meets the
16 requirements of subsection 1, paragraph "b", has met
17 the requirements established by the school district
18 that employs the teacher, and is evaluated by the
19 school district as demonstrating the competencies of a
20 career II teacher. The teacher shall have
21 successfully completed a comprehensive evaluation in
22 order to be classified as a career II teacher.

23 (2) It is the intent of the general assembly that
24 the participating district shall establish a minimum
25 salary for a career II teacher that is at least five
26 thousand dollars greater than the minimum career
27 teacher salary. It is further intended that the
28 district shall adopt a plan that facilitates the
29 transition of a career teacher to a career II level.

30 b. ADVANCED TEACHER.

31 (1) An advanced teacher is a teacher who meets the
32 following requirements:

33 (a) Receives the recommendation of the review
34 panel that the teacher possesses superior teaching
35 skills and that the teacher should be classified as an
36 advanced teacher.

37 (b) Holds a valid license from the board of
38 educational examiners.

39 (c) Participates in teacher career development as
40 outlined in this chapter and demonstrates continuous
41 improvement in teaching.

42 (d) Possesses the skills and qualifications to
43 assume leadership roles.

44 (2) It is the intent of the general assembly that
45 the participating district shall establish a minimum
46 salary for an advanced teacher that is at least
47 thirteen thousand five hundred dollars greater than
48 the minimum career teacher salary. In conjunction
49 with the development of the review panel pursuant to
50 section 284.9, the department shall make

S-3591

-8-

S-3591

Page 9

1 recommendations to the general assembly by January 1,
2 2002, regarding the appropriate district-to-district
3 recognition for advanced teachers and methods that
4 facilitate the transition of a teacher to the advanced
5 level.

6 3. A teacher shall be promoted one level at a time
7 and a teacher promoted to the next career level shall
8 remain at that level for at least one year before
9 requesting promotion to the next career level.

10 4. A teacher employed in a participating district
11 shall not receive less compensation in that
12 participating district than the teacher received in
13 the school year starting July 1, 2001, due to
14 implementation of this chapter. A teacher who
15 achieves national board for professional teaching
16 standards certification and meets the requirements of
17 section 256.44 shall continue to receive the award
18 specified in section 256.44 in addition to the
19 compensation set forth in this section.

20 Sec. 10. NEW SECTION. 284.8 EVALUATION
21 REQUIREMENTS.

22 1. In addition to evaluations agreed upon under
23 chapter 20, a teacher shall be comprehensively
24 evaluated based on the provisions of section 284.3 at
25 least once every five years. Comprehensive
26 evaluations shall be conducted by an administrator or
27 the administrator's designee certified pursuant to
28 section 284.10. The evaluation shall include, at
29 minimum, classroom observation of the teacher, the
30 teacher's progress and implementation of the teacher's
31 individual career development plan, and should include
32 supporting documentation from other supervisors,
33 teachers, parents, and students. A teacher may be
34 comprehensively evaluated for purposes of performance
35 review and shall be comprehensively evaluated for
36 advancement in the career path established pursuant to
37 section 284.7.

38 2. If a teacher is denied advancement based upon a
39 comprehensive evaluation, the teacher may appeal the
40 decision to an adjudicator under the process
41 established under section 279.17. However, the
42 decision of the adjudicator is final. If a district
43 does not recommend a teacher for continued employment
44 or licensure based upon a comprehensive evaluation,
45 the provisions of sections 279.14, 279.17, and 279.18
46 shall apply. A teacher may file one cause of action
47 objecting to the contents or procedures of a
48 comprehensive evaluation and the objections shall not
49 be subject to the grievance procedures negotiated in
50 accordance with chapter 20.

S-3591

-9-

S-3591

Page 10

1 Sec. 11. NEW SECTION. 284.9 REVIEW PANEL.
2 1. A career II teacher seeking to receive an
3 advanced designation shall submit a portfolio of work
4 evidence aligned with the Iowa teaching standards to a
5 review panel established in accordance with subsection
6 2. A majority of the evidence in the portfolio shall
7 be classroom-based. The review panel shall evaluate
8 the career II teacher's portfolio to determine whether
9 the teacher demonstrates superior teaching skills and
10 shall make a recommendation to the board of
11 educational examiners whether or not the teacher shall
12 receive an advanced designation. The standards for
13 recommendation include, but are not limited to,
14 meeting the Iowa teaching standards at an advanced
15 level.

16 2. The department shall establish up to five
17 regional review panels consisting of five members per
18 panel. Each panel shall include, at minimum, a
19 nationally board-certified teacher and a school
20 district administrator. Panel members shall be
21 appointed by the director and shall possess the
22 knowledge necessary to determine the quality of the
23 evidence submitted in an applicant's portfolio. Panel
24 members shall serve a staggered three-year term and
25 may be reappointed to a second term. The department
26 shall provide support and evaluation training for
27 panel members and convene panels as needed. Panel
28 members shall be reimbursed for mileage expenses
29 incurred while engaged in the performance of official
30 duties and shall receive per diem compensation by the
31 department.

32 3. To assure fairness and consistency in the
33 evaluation process, the review panels may perform
34 random audits of the comprehensive evaluations
35 conducted by evaluators throughout the state, and may
36 randomly review performance-based evaluation models
37 developed by school districts in accordance with
38 section 284.3, subsection 2. The review of the
39 evaluation models shall ensure that the model is at
40 least equivalent to the state model developed pursuant
41 to section 256.9, subsection 51.

42 4. A teacher who does not receive a recommendation
43 from a review panel may appeal that denial to an
44 administrative law judge located in the department of
45 inspections and appeals. The state shall not be
46 liable for a teacher's attorney fees, costs, or
47 damages that may result from an appeal of a review
48 panel's decision. The state board shall adopt rules
49 to administer this section.

50 Sec. 12. NEW SECTION. 284.10 EVALUATOR TRAINING

S-3591

S-3591

Page 11

1 PROGRAM.

2 1. The department shall establish an evaluator
3 training program to improve the skills of school
4 district evaluators in making employment decisions,
5 making recommendations for licensure, and moving
6 teachers through a career path as established under
7 this chapter. The department shall consult with
8 persons representing teachers, national board-
9 certified teachers, administrators, school boards,
10 higher education institutions with approved
11 practitioner and administrator preparation programs,
12 and with persons from the private sector knowledgeable
13 in employment evaluation and evaluator training in
14 order to develop standards and requirements for the
15 program. Evaluator training programs offered pursuant
16 to this chapter may be provided by a public or private
17 entity. The department shall distribute a list of
18 evaluator training program providers to each school
19 district.

20 2. An administrator licensed under chapter 272 who
21 conducts evaluations of teachers for purposes of this
22 chapter shall complete the evaluator training program.
23 A practitioner licensed under chapter 272 who is not
24 an administrator may enroll in the evaluator training
25 program. Enrollment preference shall be given to
26 administrators. Upon successful completion, the
27 provider shall certify that the administrator or other
28 practitioner is qualified to conduct evaluations for
29 employment, make recommendations for licensure, and
30 make recommendations that a teacher is qualified to
31 advance from one career path level to the next career
32 path level pursuant to this chapter. Certification is
33 for a period of five years and may be renewed.

34 3. Effective until July 1, 2004, a school district
35 shall be paid, from moneys allocated pursuant to
36 section 284.13, subsection 1, paragraph "d", the
37 amount of one thousand dollars for each individual who
38 is licensed as an administrator under chapter 272 on
39 or after July 1, 2001, and who has been certified in
40 accordance with this section. The district shall
41 compensate the administrator who achieves
42 certification not less than one thousand dollars. If
43 funds are available from moneys appropriated for
44 purposes of this subsection, practitioners other than
45 administrators who are certified in accordance with
46 this section are eligible to be compensated in an
47 amount determined by the department, which shall not
48 exceed one thousand dollars and shall be prorated
49 based upon the amount appropriated that remains after
50 the amount needed for distribution to the

S-3591

-11-

S-3591

Page 12

1 administrators pursuant to this section has been
2 determined by the department. By October 1 annually,
3 the school district shall notify the department of
4 education of the number of individuals who have
5 achieved certification in accordance with this
6 section, and shall submit any documentation requested
7 by the department.

8 4. By July 1, 2002, a higher education institution
9 approved by the state board to provide an
10 administrator preparation program shall incorporate
11 the evaluator training program into the program
12 offered by the institution.

13 5. Beginning July 1, 2002, the board of
14 educational examiners shall require certification as a
15 condition of issuing or renewing an administrator's
16 license.

17 6. By July 1, 2004, the director shall develop and
18 implement an evaluator training certification renewal
19 program for administrators who need to renew a
20 certificate issued pursuant to this section.

21 Sec. 13. NEW SECTION. 284.11 PILOT PROGRAM FOR
22 TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

23 1. It is the intent of the general assembly to
24 create a statewide team-based variable pay program to
25 reward individual attendance centers for improvement
26 in student achievement. A pilot program is
27 established to give Iowa school districts with one or
28 more participating attendance centers the opportunity
29 to explore and demonstrate successful methods to
30 implement team-based variable pay.

31 2. A participating school district may use moneys
32 appropriated for purposes of this chapter to provide a
33 cash award to all of the licensed practitioners at a
34 participating attendance center that has demonstrated
35 improvement in student achievement as provided in this
36 section. The school district is encouraged to extend
37 cash awards to other staff employed at the attendance
38 center.

39 3. The principal, with the participation of a team
40 of licensed practitioners appointed by the principal,
41 at each participating attendance center within a
42 school district shall annually submit district
43 attendance center student performance goals to the
44 school board for approval. The attendance center
45 goals must be aligned with the school improvement
46 goals for the district developed in accordance with
47 section 256.7, subsection 21. The district shall
48 determine the designation of an attendance center for
49 purposes of this section. The attendance center
50 student performance goals may differ from attendance

S-3591

S-3591

Page 13

1 center to attendance center and may contain goals and
2 indicators in addition to the comprehensive school
3 improvement plan. An attendance center shall
4 demonstrate student achievement through the use of
5 multiple measures that are valid and reliable.

6 4. Each participating district shall create its
7 own design for a team-based pay plan linked to the
8 district's comprehensive school improvement plan. The
9 plan must include attendance center student
10 performance goals, student performance levels,
11 multiple indicators to determine progress toward
12 attendance center goals, and a system for providing
13 financial rewards. The team-based pay plan shall be
14 approved by the local board.

15 5. Each district team-based pay plan shall be
16 reviewed by the department. The department shall
17 include a review of the locally established goals,
18 targeted levels of improvement, assessment strategies,
19 and financial reward system.

20 6. A district electing to initiate a team-based
21 variable pay plan according to this section during the
22 school year beginning July 1, 2001, shall notify the
23 department of its election in writing no later than
24 August 1, 2001. The department shall certify the
25 school district plan by October 1, 2001.

26 7. A team-based performance award program fund is
27 established in the state treasury under the control of
28 the department. The district team-based pay plan
29 shall specify how the funding received by the district
30 for purposes of this section is to be awarded to
31 eligible staff in attendance centers that meet or
32 exceed their goals. The district shall provide all
33 attendance centers equal access to the available
34 funds. Moneys shall be released by the department to
35 the district only upon certification by the school
36 board that an attendance center has met or exceeded
37 its goals.

38 8. Moneys received for purposes of this section
39 shall not be used for payment of any collective
40 bargaining agreement or arbitrator's decision
41 negotiated or awarded under chapter 20.

42 Sec. 14. NEW SECTION. 284.12 REPORT.

43 1. The department shall annually report the
44 statewide progress on the following:

45 a. Students achievement scores in mathematics and
46 reading at the fourth and eighth grade levels on a
47 district-by-district basis.

48 b. Improvement in teacher compensation.

49 c. Evaluator training program.

50 d. Team-based variable pay for student

S-3591

S-3591

Page 14

1 achievement.

2 e. Changes and improvements in the evaluation of
3 teachers under the Iowa teaching standards.

4 2. The report shall be made available to the
5 chairpersons and ranking members of the senate and
6 house committees on education, the state board, the
7 governor, and school districts by January 1. School
8 districts shall provide information as required by the
9 department for the compilation of the report and for
10 accounting and auditing purposes.

11 3. Subject to an appropriation of sufficient funds
12 by the general assembly, the department shall provide
13 for a comprehensive independent evaluation of all
14 components of the student achievement and teacher
15 quality program and shall submit the results of the
16 evaluation in the report submitted pursuant to
17 subsection 2 on January 1, 2007.

18 4. In developing administrative rules for
19 consideration by the state board, the department shall
20 consult with persons representing teachers,
21 administrators, school boards, approved practitioner
22 preparation institutions, and other appropriate
23 education stakeholders.

24 Sec. 15. NEW SECTION. 284.13 STATE PROGRAM
25 ALLOCATION.

26 1. For each fiscal year in which moneys are
27 appropriated by the general assembly for purposes of
28 the student achievement and teacher quality program,
29 the moneys shall be allocated as follows:

30 a. For the fiscal year beginning July 1, 2001, and
31 ending June 30, 2002, the department shall reserve up
32 to one million dollars of any moneys appropriated for
33 purposes of this chapter. For each fiscal year in
34 which moneys are appropriated by the general assembly
35 for purposes of team-based variable pay pursuant to
36 section 284.11, the amount of moneys allocated to
37 school districts shall be in the proportion that the
38 basic enrollment of a school district bears to the sum
39 of the basic enrollments of all participating school
40 districts for the budget year. However, the per pupil
41 amount distributed to a school district shall not
42 exceed one hundred dollars.

43 b. For the fiscal year beginning July 1, 2001, and
44 ending June 30, 2002, to the department of education,
45 the amount of one million nine hundred thousand
46 dollars for the issuance of national board
47 certification awards in accordance with section
48 256.44.

49 c. For the fiscal year beginning July 1, 2001, and
50 ending June 30, 2002, an amount up to two million four

S-3591

8-3591

Page 15

1 hundred thousand dollars for first-year beginning
2 teachers, and for the fiscal year beginning July 1,
3 2002, and succeeding fiscal years, an amount up to
4 four million seven hundred thousand dollars for first-
5 year and second-year beginning teachers, to the
6 department of education for distribution to school
7 districts for purposes of the beginning teacher
8 mentoring and induction programs. A school district
9 shall receive one thousand three hundred dollars per
10 beginning teacher participating in the program. If
11 the funds appropriated for the program are
12 insufficient to pay mentors and school districts as
13 provided in this paragraph, the department shall
14 prorate the amount distributed to school districts
15 based upon the amount appropriated. Moneys received
16 by a school district pursuant to this paragraph shall
17 be expended to provide each mentor with an award of
18 five hundred dollars per semester, at a minimum, for
19 participation in the school district's beginning
20 teacher mentoring and induction program; to implement
21 the plan; and to pay any applicable costs of the
22 employer's share of contributions to federal social
23 security and the Iowa public employees' retirement
24 system or a pension and annuity retirement system
25 established under chapter 294, for such amounts paid
26 by the district.

27 d. For the fiscal year beginning July 1, 2001, and
28 ending June 30, 2002, up to one million five hundred
29 thousand dollars to the department of education for
30 purposes of establishing the evaluator training
31 program, including but not limited to the development
32 of criteria models; an evaluation process; the
33 training of providers; development of a provider
34 approval process; training materials and costs; for
35 payment to practitioners under section 284.10,
36 subsection 3, and to pay any applicable costs of the
37 employer's share of contributions to federal social
38 security and the Iowa public employees' retirement
39 system or a pension and annuity retirement system
40 established under chapter 294, for such amounts paid
41 by the district; and for subsidies to school districts
42 for training costs.

43 e. For the fiscal year beginning July 1, 2001, and
44 ending June 30, 2002, up to one million five hundred
45 thousand dollars to the department of education for
46 purposes of implementing the career development
47 program requirements of section 284.6, and the review
48 panel requirements of section 284.9.

49 f. For the fiscal year beginning July 1, 2001, and
50 ending June 30, 2002, the amount of moneys remaining

8-3591

-15-

S-3591

Page 16

1 from funds appropriated for purposes of this chapter
2 after distribution as provided in paragraphs "a"
3 through "e" and "g" shall be allocated to school
4 districts in accordance with the following formula:

5 (1) Fifty percent of the allocation shall be in
6 the proportion that the basic enrollment of a school
7 district bears to the sum of the basic enrollments of
8 all school districts in the state for the budget year.

9 (2) Fifty percent of the allocation shall be based
10 upon the proportion that the number of full-time
11 equivalent teachers employed by a school district
12 bears to the sum of the number of full-time equivalent
13 teachers who are employed by all school districts in
14 the state for the base year.

15 g. From moneys available under paragraph "f", the
16 department shall allocate to area education agencies
17 an amount per classroom teacher employed by an area
18 education agency that is approximately equivalent to
19 the average per teacher amount allocated to the
20 districts. The average per teacher amount shall be
21 calculated by dividing the total number of classroom
22 teachers employed by school districts and the
23 classroom teachers employed by area education agencies
24 into the total amount of moneys available under
25 subsection 3.

26 2. A school district that is unable to meet the
27 provisions of section 284.7, subsection 1, with funds
28 allocated pursuant to subsection 1, paragraph "f", may
29 request a waiver from the department to use funds
30 appropriated under chapter 256D to meet the provisions
31 of section 284.7, subsection 1, if the difference
32 between the funds allocated to the school district
33 pursuant to subsection 1, paragraph "f", and the
34 amount required to comply with section 284.7,
35 subsection 1, is not less than ten thousand dollars.
36 The department shall consider the average class size
37 of the school district, the school district's actual
38 unspent balance from the preceding year, and the
39 school district's current financial position.

40 3. If a school district does not choose to
41 participate in the student achievement and teacher
42 quality program during the school year beginning July
43 1, 2001, the amount of moneys to be allocated to the
44 school district pursuant to subsection 1, paragraph
45 "f", shall be held for the school district by the
46 department until June 30, 2003, or until the school
47 district participates in the program, whichever occurs
48 earlier. Notwithstanding section 8.33, unencumbered
49 or unobligated funds remaining on June 30, 2002, shall
50 not revert but shall be available for expenditure for

S-3591

S-3591

Page 17

1 the following fiscal year for the purposes of this
2 chapter.

3 4. Moneys received by a school district under this
4 chapter are miscellaneous income for purposes of
5 chapter 257 or are considered encumbered. A school
6 district shall maintain a separate listing within its
7 budget for payments received and expenditures made
8 pursuant to this section.

9 Sec. 16. Section 256.9, Code 2001, is amended by
10 adding the following new subsection:

11 NEW SUBSECTION. 51. Develop models of core
12 knowledge and skill criteria, based upon the Iowa
13 teaching standards, for the evaluation, the
14 advancement, and for teacher career development
15 purposes pursuant to chapter 284. The model criteria
16 shall further define the characteristics of quality
17 teaching as established by the Iowa teaching
18 standards.

19 Sec. 17. Section 272.2, subsection 1, Code 2001,
20 is amended to read as follows:

21 1. a. License practitioners, who do not hold or
22 receive a license from another professional licensing
23 board, and professional development programs, except
24 for programs developed and offered by practitioner
25 preparation institutions or area education agencies
26 and approved by the state board of education.
27 Licensing authority includes the authority to
28 establish criteria for the licenses, ~~including but not~~
29 ~~limited to,~~ establish issuance and renewal
30 requirements, ~~creation of~~ create application and
31 renewal forms, ~~creation of~~ create licenses that
32 authorize different instructional functions or
33 specialties, ~~development of~~ develop a code of
34 professional rights and responsibilities, practice,
35 and ethics, and ~~the authority to~~ develop any other
36 classifications, distinctions, and procedures which
37 may be necessary to exercise licensing duties. A code
38 of professional rights and responsibilities, practice,
39 and ethics shall address but not be limited to the
40 habitual failure of a practitioner to fulfill
41 contractual obligations under section 279.13.

42 b. Notwithstanding section 272.28, subsection 1, a
43 teacher shall be licensed in accordance with rules
44 adopted pursuant to chapter 272, Code 2001, if the
45 teacher successfully completes a beginning teacher
46 mentoring program approved pursuant to chapter 256E on
47 or before June 30, 2002, or is employed by a school
48 district that does not offer a beginning teacher
49 mentoring and induction program approved in accordance
50 with this chapter during the school year beginning

S-3591

-17-

S-3591

Page 18

1 July 1, 2001.

2 c. Notwithstanding section 272.28, subsection 1, a
3 teacher shall receive an educational license if the
4 teacher meets the licensing requirements of this
5 chapter and, prior to July 1, 2003, successfully
6 completes a two-year beginning teacher mentoring and
7 induction program approved pursuant to this chapter.

8 Sec. 18. NEW SECTION. 272.28 MENTORING AND
9 INDUCTION REQUIREMENT.

10 1. Effective July 1, 2003, requirements for
11 teacher licensure beyond a provisional license shall
12 include successful completion of a beginning teacher
13 mentoring and induction program approved by the state
14 board of education.

15 2. A teacher from an accredited nonpublic school
16 or another state or country is exempt from the
17 requirement of subsection 1 if the teacher can
18 document three years of successful teaching experience
19 within the past five years and meet or exceed the
20 requirements contained in rules adopted under this
21 chapter for endorsement and licensure.

22 Sec. 19. Section 279.19, unnumbered paragraphs 1
23 and 2, Code 2001, are amended to read as follows:

24 The first ~~three~~ two consecutive years of employment
25 of a teacher in the same school district are a
26 probationary period. However, if the teacher has
27 successfully completed a probationary period of
28 employment for another school district located in
29 Iowa, the probationary period in the current district
30 of employment shall not exceed one year. A board of
31 directors may waive the probationary period for any
32 teacher who previously has served a probationary
33 period in another school district and the board may
34 extend the probationary period for an additional year
35 with the consent of the teacher.

36 Notwithstanding the two-year probationary period
37 otherwise provided for in this section, if a school
38 district offers a beginning teacher a third year of a
39 beginning teacher mentoring and induction program, and
40 the teacher accepts the school district's offer, the
41 teacher's probationary period shall continue through
42 the teacher's third year of employment.

43 In the case of the termination of a probationary
44 teacher's contract, the provisions of sections 279.15
45 and 279.16 shall apply.

46 Sec. 20. Chapter 256E, Code 2001, is repealed.

47 Sec. 21. Section 272.33, Code 2001, is repealed
48 effective July 1, 2002.

49 Sec. 22. STATE MANDATE FUNDING SPECIFIED. In
50 accordance with section 25B.2, subsection 3, the state

S-3591

-18-

S-3591

Page 19

1 cost of requiring compliance with any state mandate
2 included in this Act shall be paid by a school
3 district from state school foundation aid received by
4 the school district under section 257.16. This
5 specification of the payment of the state cost shall
6 be deemed to meet all the state funding-related
7 requirements of section 25B.2, subsection 3, and no
8 additional state funding shall be necessary for the
9 full implementation of this Act by and enforcement of
10 this Act against all affected school districts.

11 Sec. 23. LEGISLATIVE IMPLEMENTATION COMMITTEE.

12 The legislative council is requested to establish a
13 two-year legislative implementation committee to study
14 and make recommendations regarding the implementation
15 of chapter 284, as enacted by this Act, including, but
16 not limited to, valid, reliable measures that school
17 districts can use to determine growth in student
18 achievement and performance on locally determined
19 indicators; development of a process to review
20 district level and building level student achievement
21 goals and goal-setting; the appropriate level of
22 funding for team-based variable pay; and an ongoing
23 evaluation to determine the effectiveness of the
24 student achievement and teacher quality program. The
25 committee shall recommend a team-based variable pay
26 plan model and a timeline for implementation of the
27 plan. The legislative council is also requested to
28 authorize up to \$25,000 for the expenses of the
29 committee. The committee shall monitor the progress
30 of team-based variable pay pilot programs.

31 The committee shall submit preliminary
32 recommendations to the general assembly by December
33 15, 2001, and shall make its final recommendations to
34 the general assembly by December 15, 2002.

35 The committee shall be composed of eleven members
36 and shall include the following:

37 1. Three members appointed by the president of the
38 senate after consultation with the majority leader of
39 the senate and the minority leader of the senate.

40 2. Three members appointed by the speaker of the
41 house of representatives after consultation with the
42 majority and minority leaders of the house of
43 representatives.

44 3. The director of the department of education or
45 the director's designee.

46 4. One member who shall be appointed by the Iowa
47 association of school boards.

48 5. One member who shall be appointed by the school
49 administrators of Iowa.

50 6. One member who shall be appointed by the Iowa

S-3591

S-3591

Page 20

1 state education association.

2 7. One member who shall be appointed by the
3 governor to represent the office of the governor.4 It is the intent of the general assembly that the
5 legislative implementation committee oversee the
6 implementation of the policies established pursuant to
7 this Act."8 2. Title page, line 2, by inserting after the
9 word "program" the following: "and making an
10 appropriation".**By MIKE CONNOLLY**

PATRICK J. DELUHERY

TOM FLYNN

MARK SHEARER

JOHN P. KIBBIE

JACK HOLVECK

ROBERT E. DVORSKY

BETTY A. SOUKUP

S-3591 FILED MAY 1, 2001*Lost
5/2/01
(P. 1455)***SENATE FILE 476****S-3595**1 Amend the amendment, S-3583, to Senate File 476, as
2 follows:3 1. Page 12, by striking lines 31 through 36 and
4 inserting the following: "implement team-based
5 variable pay."**By BILL FINK****S-3595 FILED MAY 1, 2001***Lost
5/2/01 (P. 1457)***SENATE FILE 476****S-3596**1 Amend the amendment, S-3583, to Senate File 476, as
2 follows:3 1. Page 8, by striking lines 29 through 32.
4 2. Page 8, by striking lines 44 through 46, and
5 inserting the following: "the minimum career teacher
6 salary. The department shall make".
7 3. By striking page 10, line 16 through page 11,
8 line 10.
9 4. By renumbering as necessary.**By BILL FINK****S-3596 FILED MAY 1, 2001***Lost
5/2/01 (P. 1457)***SENATE FILE 476****S-3597**1 Amend the amendment, S-3583, to Senate File 476, as
2 follows:3 1. Page 8, line 27, by inserting after the word
4 "who" the following: "holds a permanent professional
5 license or who otherwise".**By PATRICIA HARPER****S-3597 FILED MAY 1, 2001***Lost
5/2/01 (P. 1456)*

SENATE FILE 476

S-3604

- 1 Amend the amendment, S-3583, to Senate File 476, as
2 follows:
- DIV 3 1. Page 1, line 38, by striking the words "or
B 4 conditional".
- 5 2. Page 3, line 4, by inserting after the word
6 "students" the following: ", including the use of
7 technology for curriculum integration".
- 8 3. Page 3, line 19, by striking the word "models"
9 and inserting the following: "the model".
- 10 4. Page 3, line 27, by inserting after the word
11 "agreement" the following: "annually".
- 12 5. Page 3, line 28, by striking the figure
13 "2003,".
- 14 6. Page 3, by striking lines 29 through 31 and
15 inserting the following: "school district's
16 criteria."
- 17 7. Page 3, line 50, by inserting after the word
18 "needs" the following: ", including the integration
19 of technology into curriculum development,".
- 20 8. Page 9, line 15, by inserting after the word
21 "increase" the following: "other than a cost of
22 living increase".
- 23 9. Page 9, line 27, by inserting after the word
24 "REQUIREMENTS" the following: "FOR CAREER, CAREER II,
25 AND ADVANCED TEACHERS".
- 26 10. Page 9, line 34, by striking the word "may"
27 and inserting the following: "should".
- 28 11. Page 9, line 46, by striking the words ", and
29 should" and inserting the following: "; should".
- 30 12. Page 9, line 48, by inserting after the word
31 "students" the following: "; and may include video
32 portfolios as evidence of teaching practices".
- 33 13. Page 10, by inserting after line 15, the
34 following:
35 "4. This section applies only to career, career
36 II, and advanced teachers."
- 37 14. Page 11, line 47, by striking the words "an
38 administrator" and inserting the following: "a
39 practitioner".
- 40 15. Page 12, by striking lines 37 and 38 and
41 inserting the following:
42 "2. All licensed practitioners at a".
- 43 16. Page 12, line 41, by inserting after the word
44 "section" the following: "shall share in cash awards
45 provided in accordance with this section".
- 46 17. Page 13, by inserting after line 1 the
47 following:
48 " _____. The department shall annually report to the
49 legislative education accountability and oversight
50 committee the student achievement scores in

S-3604

S-3604

Page 2

- 1 mathematics and reading at the fourth and eighth grade
2 levels on a district-by-district basis, as reported to
3 the local communities in accordance with section
4 256.7, subsection 21, paragraph "c".
- 5 18. Page 13, by striking lines 5 through 7.
6 19. Page 13, line 43, by striking the word "and".
7 20. Page 13, line 44, by inserting after the word
8 "stakeholders" the following: ", and the legislative
9 education accountability and oversight committee".
- DIV 10 21. Page 17, by inserting after line 43, the
A 11 following:
12 "3. A teacher licensed pursuant to section 272.2,
13 subsection 13, paragraph "b", who meets the
14 requirements of section 272.2, subsection 13,
15 paragraph "c", is exempt from the requirement of
16 subsection 1."
- DIV 17 22. Page 19, line 17, by striking the word
B 18 "IMPLEMENTATION" and inserting the following:
19 "EDUCATION ACCOUNTABILITY".
20 23. Page 19, line 19, by striking the word
21 "implementation" and inserting the following:
22 "education accountability".
23 24. Page 19, line 25, by striking the word
24 "establish" and inserting the following: "recommend".
25 25. Page 20, by striking lines 23 and 24, and
26 inserting the following: "legislative education
27 accountability and oversight committee oversee the
28 policies established pursuant to".
29 26. By renumbering, redesignating, and correcting
30 internal references as necessary.

By MARY E. KRAMER**S-3604 FILED MAY 2, 2001**

DIV A - WITHDRAWN; DIV B - ADOPTED

(P. 1460)

SENATE FILE 476

S-3610

1 Amend the amendment, S-3583, to Senate File 476 as
2 follows:

3 1. By striking page 1, line 1, through page 20,
4 line 37, and inserting the following:

5 "Amend Senate File 476 as follows:

6 1. By striking everything after the enacting
7 clause and inserting the following:

8 "Section 1. INTENT. It is the intent of the
9 general assembly to create a teacher quality program
10 that acknowledges that outstanding teachers are a key
11 component in student success. The program's goals are
12 to redesign compensation strategies and teachers'
13 professional development. Such compensation
14 strategies are designed to attract and retain high
15 performing teachers, to reward teachers for improving
16 their skills and knowledge in a manner that translates
17 into better student learning, and to reward the staff
18 of school attendance centers for improvement in
19 student achievement.

20 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT
21 AND TEACHER QUALITY PROGRAM.

22 A student achievement and teacher quality program
23 is established to promote high student achievement.
24 The program shall consist of the following four major
25 elements:

26 1. Mentoring and induction programs that provide
27 support for beginning teachers in accordance with
28 sections 284.5 and 284.6.

29 2. Career paths with compensation levels that
30 strengthen Iowa's ability to recruit and retain
31 teachers.

32 3. Professional development designed to directly
33 support best teaching practices.

34 4. Team-based variable pay that provides
35 additional compensation when student performance
36 improves.

37 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

38 As used in this chapter, unless the context
39 otherwise requires:

40 1. "Beginning teacher" means an individual serving
41 under an initial provisional or conditional license,
42 issued by the board of educational examiners under
43 chapter 272, who is assuming a position as a classroom
44 teacher.

45 2. "Classroom teacher" means an individual who
46 holds a valid practitioner's license and who is
47 employed under a teaching contract with a school
48 district or area education agency in this state to
49 provide classroom instruction to students.

50 3. "Comprehensive evaluation" means a summative

S-3610

S-3610

Page 2

1 evaluation of a teacher conducted by an evaluator for
2 purposes of performance review, or recommendation for
3 licensure based upon models developed pursuant to
4 section 256.9, subsection 51, and to determine whether
5 the teacher's practice meets the school district
6 expectations for a career, career II, or advanced
7 level.

8 4. "Department" means the department of education.

9 5. "Director" means the director of the department
10 of education.

11 6. "Evaluator" means an administrator or other
12 practitioner who successfully completes an evaluator
13 training program pursuant to section 284.10.

14 7. "Mentor" means an individual employed by a
15 school district or area education agency as a
16 classroom teacher who holds a valid license issued
17 under chapter 272. The individual must have a record
18 of four years of successful teaching practice, must be
19 employed as a classroom teacher on a nonprobationary
20 basis, and must demonstrate professional commitment to
21 both the improvement of teaching and learning and the
22 development of beginning teachers.

23 8. "School board" means the board of directors of
24 a school district or a collaboration of boards of
25 directors of school districts.

26 9. "State board" means the state board of
27 education.

28 10. "Teacher" means an individual holding a
29 practitioner's license issued under chapter 272, who
30 is employed as a teacher, librarian, media specialist,
31 or counselor in a nonadministrative position by a
32 school district or area education agency pursuant to a
33 contract issued by a board of directors under section
34 279.13. A teacher may be employed in both an
35 administrative and a nonadministrative position by a
36 board of directors and shall be considered a part-time
37 teacher for the portion of time that the teacher is
38 employed in a nonadministrative position. "Teacher"
39 includes a licensed individual employed on a less than
40 full-time basis by a school district through a
41 contract between the school district and an
42 institution of higher education with a practitioner
43 preparation program in which the licensed teacher is
44 enrolled.

45 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING
46 STANDARDS.

47 1. For purposes of this chapter and for developing
48 teacher evaluation criteria under chapter 279, the
49 Iowa teaching standards are as follows:

50 a. Demonstrates competence in content knowledge

S-3610

S-3610

Page 3

- 1 appropriate to the teaching position.
- 2 b. Demonstrates competence in planning and
- 3 preparing for instruction.
- 4 c. Uses strategies to deliver instruction that
- 5 meets the multiple learning needs of students.
- 6 d. Uses a variety of methods to monitor student
- 7 learning.
- 8 e. Demonstrates competence in classroom
- 9 management.
- 10 f. Engages in professional growth.
- 11 g. Fulfills professional responsibilities
- 12 established by the school district.

13 2. The school board and faculty shall collaborate
14 to further define good teaching by enhancing the Iowa
15 teaching standards in the following manner:

16 a. For purposes of comprehensive evaluations for
17 beginning teachers, including the comprehensive
18 evaluation required for the beginning teacher to
19 progress to career teacher, the criteria shall be
20 based upon models developed pursuant to section 256.9,
21 subsection 51, and established pursuant to chapter 20.

22 b. For purposes of comprehensive evaluations for
23 teachers other than beginning teachers, the school
24 board shall convene the members of the school board
25 and representatives of the faculty, elected by the
26 faculty, to establish criteria based upon models
27 developed pursuant to section 256.9, subsection 51.
28 If the parties are unable to reach agreement, however,
29 the model criteria shall become the school district's
30 criteria. These criteria shall be in addition to
31 criteria otherwise agreed to under chapter 20.

32 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

33 1. A school district is eligible to receive moneys
34 appropriated for purposes specified in this chapter if
35 the school board applies to the department to
36 participate in the student achievement and teacher
37 quality program and submits a written statement
38 declaring the school district's willingness to do all
39 of the following:

- 40 a. Commit and expend local moneys to improve
- 41 student achievement and teacher quality.
- 42 b. Implement a beginning teacher mentoring and
- 43 induction program as provided in this chapter.
- 44 c. Adopt a teacher career development program in
- 45 accordance with this chapter.
- 46 d. Adopt a teacher evaluation plan that, at
- 47 minimum, requires a comprehensive evaluation of
- 48 teachers in the participating district at least every
- 49 five years based upon the Iowa teaching standards and
- 50 requires administrators to complete evaluator training

S-3610

S-3610

Page 4

1 in accordance with section 284.10.

2 e. Adopt teacher career paths based upon
3 demonstrated knowledge and skills in accordance with
4 this chapter.

5 f. Adopt a team-based variable pay plan that
6 rewards attendance center success when demonstrating
7 improvement in meeting attendance center student
8 achievement goals that are consistent with the
9 district comprehensive school improvement plan.

10 2. By July 1, 2003, each school district shall
11 participate in the student achievement and teacher
12 quality program.

13 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER
14 MENTORING AND INDUCTION PROGRAM.

15 1. A beginning teacher mentoring and induction
16 program is created to promote excellence in teaching,
17 enhance student achievement, build a supportive
18 environment within school districts, increase the
19 retention of promising beginning teachers, and promote
20 the personal and professional well-being of classroom
21 teachers. Prior to the completion of the 2001-2002
22 school year, a school district shall, at a minimum,
23 provide an approved beginning teacher mentoring and
24 induction program for all classroom teachers who are
25 beginning teachers.

26 2. The state board shall adopt rules to administer
27 this section.

28 3. Notwithstanding subsection 1, a school district
29 may provide a beginning teacher mentoring and
30 induction program for all classroom teachers who are
31 beginning teachers in the school years beginning July
32 1, 2001, and July 1, 2002, and, notwithstanding
33 section 284.4, subsection 1, a school district is
34 eligible to receive moneys under section 284.13,
35 subsection 1, paragraph "c", for each fiscal year of
36 the fiscal period beginning July 1, 2001, and ending
37 June 30, 2003, to establish a beginning teacher
38 mentoring and induction program in accordance with
39 this section.

40 4. Each participating school district shall
41 develop an initial beginning teacher mentoring and
42 induction plan. The plan shall be included in the
43 school district's comprehensive school improvement
44 plan submitted pursuant to section 256.7, subsection
45 21. The beginning teacher induction plan shall, at a
46 minimum, provide for a two-year sequence of induction
47 program content and activities to support the Iowa
48 teaching standards and beginning teacher professional
49 and personal needs; mentor training that includes, at
50 a minimum, skills of classroom demonstration and

S-3610

S-3610

Page 5

1 coaching, and district expectations for beginning
2 teacher competence on Iowa teaching standards;
3 placement of mentors and beginning teachers; the
4 process for dissolving mentor and beginning teacher
5 partnerships; district organizational support for
6 released time for mentors and beginning teachers to
7 plan, provide demonstration of classroom practices,
8 observe teaching, and provide feedback; structure for
9 mentor selection and assignment of mentors to
10 beginning teachers; a district facilitator; and
11 program evaluation.

12 5. Upon completion of the program, the beginning
13 teacher shall be comprehensively evaluated to
14 determine if the teacher meets expectations to move to
15 the career level. The school district shall recommend
16 a beginning teacher who has successfully completed the
17 program for an educational license. A school district
18 may offer a teacher a third year of participation in
19 the program if, after conducting a comprehensive
20 evaluation, the school district determines that the
21 teacher is likely to successfully complete the
22 mentoring and induction program by the end of the
23 third year of eligibility. A teacher granted a third
24 year of eligibility shall develop a teacher's
25 mentoring and induction program plan in accordance
26 with this chapter and shall undergo a comprehensive
27 evaluation at the end of the third year. The board of
28 educational examiners shall grant a one-year extension
29 of the beginning teacher's provisional license upon
30 notification by the school district that the teacher
31 will participate in a third year of the school
32 district's program.

33 Sec. 7. NEW SECTION. 284.6 TEACHER CAREER
34 DEVELOPMENT.

35 1. The department shall coordinate a statewide
36 network of career development for Iowa teachers. A
37 participating school district or career development
38 provider that offers a career development program in
39 accordance with section 256.9, subsection 51, shall
40 demonstrate that the program contains the following:

41 a. Support that meets the career development needs
42 of individual teachers and is aligned with the Iowa
43 teaching standards.

44 b. Research-based instructional strategies aligned
45 with the school district's student achievement needs
46 and the long-range improvement goals established by
47 the district.

48 c. Instructional improvement components including
49 student achievement data, analysis, theory, classroom
50 demonstration and practice, technology integration.

S-3610

-5-

S-3610

Page 6

1 observation, reflection, and peer coaching.

2 d. An evaluation component that documents the
3 improvement in instructional practice and the effect
4 on student learning.

5 2. The department shall identify models of career
6 development practices that produce evidence of the
7 link between teacher training and improved student
8 learning.

9 3. A participating school district shall
10 incorporate a district career development plan into
11 the district's comprehensive school improvement plan
12 submitted to the department in accordance with section
13 256.7, subsection 21. The district career development
14 plan shall include a description of the means by which
15 the school district will provide access to all
16 teachers in the district to career development
17 programs or offerings that meet the requirements of
18 subsection 1. The plan shall align all career
19 development with the school district's long-range
20 student learning goals and the Iowa teaching
21 standards. The plan shall indicate the school
22 district's approved career development provider or
23 providers.

24 4. In cooperation with the teacher's supervisor,
25 the teacher employed by a participating school
26 district shall develop an individual teacher career
27 development plan. The individual plan shall be based,
28 at minimum, on the needs of the teacher, the Iowa
29 teaching standards, and the student achievement goals
30 of the attendance center and the school district as
31 outlined in the comprehensive school improvement plan.
32 The individual plan shall be reviewed by the teacher
33 and the teacher's supervisor on a periodic basis to
34 reflect the individual teacher's and the school
35 district needs and the individual's progress in the
36 plan.

37 5. School districts, a consortium of school
38 districts, area education agencies, higher education
39 institutions, and other public or private entities
40 including professional associations may be approved by
41 the state board to provide teacher career development.
42 The career development program or offering shall, at
43 minimum, meet the requirements of subsection 1. The
44 state board shall adopt rules for the approval of
45 career development providers and standards for the
46 district career development plan.

47 Sec. 8. NEW SECTION. 284.7 IOWA TEACHER CAREER
48 PATH.

49 To promote continuous improvement in Iowa's quality
50 teaching workforce and to give Iowa teachers the

S-3610

S-3610

Page 7

1 opportunity for career recognition that reflects the
2 various roles teachers play as educational leaders, an
3 Iowa teacher career path is established for teachers
4 employed by participating school districts. A
5 participating school district shall use funding
6 allocated under section 284.13, subsection 1,
7 paragraph "f", to raise teacher salaries to meet the
8 requirements of this section. The Iowa teacher career
9 path and salary minimums are as follows:

10 1. Effective July 1, 2001, the following career
11 path levels are established and shall be implemented.
12 in accordance with this chapter:

13 a. BEGINNING TEACHER.

14 (1) A beginning teacher is a teacher who meets the
15 following requirements:

16 (a) Has successfully completed an approved
17 practitioner preparation program as defined in section
18 272.1.

19 (b) Holds a provisional teacher license issued by
20 the board of educational examiners.

21 (c) Participates in the beginning teacher
22 mentoring and induction program as provided in this
23 chapter.

24 (2) The participating district shall increase the
25 district's minimum salary for a first-year beginning
26 teacher by at least one thousand five hundred dollars
27 per year above the minimum salary paid to a first-year
28 beginning teacher in the previous year unless the
29 minimum salary for a first-year beginning teacher
30 exceeds twenty-eight thousand dollars.

31 b. CAREER TEACHER.

32 (1) A career teacher is a teacher who meets the
33 following requirements:

34 (a) Has successfully completed the beginning
35 teacher mentoring and induction program as provided in
36 this chapter.

37 (b) Is reviewed by the school district as
38 demonstrating the competencies of a career teacher.

39 (c) Holds a valid license issued by the board of
40 educational examiners.

41 (d) Participates in teacher career development as
42 set forth in this chapter and demonstrates continuous
43 improvement in teaching.

44 (3) The participating district shall provide a two
45 thousand dollar difference between the average
46 beginning teacher salary and the minimum career
47 teacher salary, unless the school district has a
48 minimum career teacher salary that exceeds thirty
49 thousand dollars.

50 2. It is the intent of the general assembly to

S-3610

S-3610

Page 8

1 establish and require the implementation of and
2 provide for the implementation of the following
3 additional career path levels by July 1, 2003:

4 a. CAREER II TEACHER.

5 (1) A career II teacher is a teacher who meets the
6 requirements of subsection 1, paragraph "b", has met
7 the requirements established by the school district
8 that employs the teacher, and is evaluated by the
9 school district as demonstrating the competencies of a
10 career II teacher. The teacher shall have
11 successfully completed a comprehensive evaluation in
12 order to be classified as a career II teacher.

13 (2) It is the intent of the general assembly that
14 the participating district shall establish a minimum
15 salary for a career II teacher that is at least five
16 thousand dollars greater than the minimum career
17 teacher salary. It is further intended that the
18 district shall adopt a plan that facilitates the
19 transition of a career teacher to a career II level.

20 b. ADVANCED TEACHER.

21 (1) An advanced teacher is a teacher who meets the
22 following requirements:

23 (a) Receives the recommendation of the review
24 panel that the teacher possesses superior teaching
25 skills and that the teacher should be classified as an
26 advanced teacher.

27 (b) Holds a valid license from the board of
28 educational examiners.

29 (c) Participates in teacher career development as
30 outlined in this chapter and demonstrates continuous
31 improvement in teaching.

32 (d) Possesses the skills and qualifications to
33 assume leadership roles.

34 (2) It is the intent of the general assembly that
35 the participating district shall establish a minimum
36 salary for an advanced teacher that is at least
37 thirteen thousand five hundred dollars greater than
38 the minimum career teacher salary. In conjunction
39 with the development of the review panel pursuant to
40 section 284.9, the department shall make
41 recommendations to the general assembly by January 1,
42 2002, regarding the appropriate district-to-district
43 recognition for advanced teachers and methods that
44 facilitate the transition of a teacher to the advanced
45 level.

46 3. A teacher shall be promoted one level at a time
47 and a teacher promoted to the next career level shall
48 remain at that level for at least one year before
49 requesting promotion to the next career level.

50 4. A teacher employed in a participating district

S-3610

S-3610

Page 9

1 shall not receive less compensation in that
2 participating district than the teacher received in
3 the school year starting July 1, 2001, due to
4 implementation of this chapter. A teacher who
5 achieves national board for professional teaching
6 standards certification and meets the requirements of
7 section 256.44 shall continue to receive the award
8 specified in section 256.44 in addition to the
9 compensation set forth in this section.

10 Sec. 9. NEW SECTION. 284.8 EVALUATION
11 REQUIREMENTS.

12 1. In addition to evaluations agreed upon under
13 chapter 20, a teacher shall be comprehensively
14 evaluated based on the provisions of section 284.3 at
15 least once every five years. Comprehensive
16 evaluations shall be conducted by an administrator or
17 the administrator's designee certified pursuant to
18 section 284.10. The evaluation shall include, at
19 minimum, classroom observation of the teacher, the
20 teacher's progress and implementation of the teacher's
21 individual career development plan, and should include
22 supporting documentation from other supervisors,
23 teachers, parents, and students. A teacher may be
24 comprehensively evaluated for purposes of performance
25 review and shall be comprehensively evaluated for
26 advancement in the career path established pursuant to
27 section 284.7.

28 2. If a teacher is denied advancement based upon a
29 comprehensive evaluation, the teacher may appeal the
30 decision to an adjudicator under the process
31 established under section 279.17. However, the
32 decision of the adjudicator is final. If a district
33 does not recommend a teacher for continued employment
34 or licensure based upon a comprehensive evaluation,
35 the provisions of sections 279.14, 279.17, and 279.18
36 shall apply. A teacher may file one cause of action
37 objecting to the contents or procedures of a
38 comprehensive evaluation and the objections shall not
39 be subject to the grievance procedures negotiated in
40 accordance with chapter 20.

41 Sec. 10. NEW SECTION. 284.9 REVIEW PANEL.

42 1. A career II teacher seeking to receive an
43 advanced designation shall submit a portfolio of work
44 evidence aligned with the Iowa teaching standards to a
45 review panel established in accordance with subsection
46 2. A majority of the evidence in the portfolio shall
47 be classroom-based. The review panel shall evaluate
48 the career II teacher's portfolio to determine whether
49 the teacher demonstrates superior teaching skills and
50 shall make a recommendation to the board of

S-3610

S-3610

Page 10

1 educational examiners whether or not the teacher shall
2 receive an advanced designation. The standards for
3 recommendation include, but are not limited to,
4 meeting the Iowa teaching standards at an advanced
5 level.

6 2. The department shall establish up to five
7 regional review panels consisting of five members per
8 panel. Each panel shall include, at minimum, a
9 nationally board-certified teacher and a school
10 district administrator. Panel members shall be
11 appointed by the director and shall possess the
12 knowledge necessary to determine the quality of the
13 evidence submitted in an applicant's portfolio. Panel
14 members shall serve a staggered three-year term and
15 may be reappointed to a second term. The department
16 shall provide support and evaluation training for
17 panel members and convene panels as needed. Panel
18 members shall be reimbursed for mileage expenses
19 incurred while engaged in the performance of official
20 duties and shall receive per diem compensation by the
21 department.

22 3. To assure fairness and consistency in the
23 evaluation process, the review panels may perform
24 random audits of the comprehensive evaluations
25 conducted by evaluators throughout the state, and may
26 randomly review performance-based evaluation models
27 developed by school districts in accordance with
28 section 284.3, subsection 2. The review of the
29 evaluation models shall ensure that the model is at
30 least equivalent to the state model developed pursuant
31 to section 256.9, subsection 51.

32 4. A teacher who does not receive a recommendation
33 from a review panel may appeal that denial to an
34 administrative law judge located in the department of
35 inspections and appeals. The state shall not be
36 liable for a teacher's attorney fees, costs, or
37 damages that may result from an appeal of a review
38 panel's decision. The state board shall adopt rules
39 to administer this section.

40 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING
41 PROGRAM.

42 1. The department shall establish an evaluator
43 training program to improve the skills of school
44 district evaluators in making employment decisions,
45 making recommendations for licensure, and moving
46 teachers through a career path as established under
47 this chapter. The department shall consult with
48 persons representing teachers, national board-
49 certified teachers, administrators, school boards,
50 higher education institutions with approved

S-3610

S-3610

Page 11

1 practitioner and administrator preparation programs,
2 and with persons from the private sector knowledgeable
3 in employment evaluation and evaluator training in
4 order to develop standards and requirements for the
5 program. Evaluator training programs offered pursuant
6 to this chapter may be provided by a public or private
7 entity. The department shall distribute a list of
8 evaluator training program providers to each school
9 district.

10 2. An administrator licensed under chapter 272 who
11 conducts evaluations of teachers for purposes of this
12 chapter shall complete the evaluator training program.
13 A practitioner licensed under chapter 272 who is not
14 an administrator may enroll in the evaluator training
15 program. Enrollment preference shall be given to
16 administrators. Upon successful completion, the
17 provider shall certify that the administrator or other
18 practitioner is qualified to conduct evaluations for
19 employment, make recommendations for licensure, and
20 make recommendations that a teacher is qualified to
21 advance from one career path level to the next career
22 path level pursuant to this chapter. Certification is
23 for a period of five years and may be renewed.

24 3. Effective until July 1, 2004, a school district
25 shall be paid, from moneys allocated pursuant to
26 section 284.13, subsection 1, paragraph "d", the
27 amount of one thousand dollars for each individual who
28 is licensed as an administrator under chapter 272 on
29 or after July 1, 2001, and who has been certified in
30 accordance with this section. The district shall
31 compensate the administrator who achieves
32 certification not less than one thousand dollars. If
33 funds are available from moneys appropriated for
34 purposes of this subsection, practitioners other than
35 administrators who are certified in accordance with
36 this section are eligible to be compensated in an
37 amount determined by the department, which shall not
38 exceed one thousand dollars and shall be prorated
39 based upon the amount appropriated that remains after
40 the amount needed for distribution to the
41 administrators pursuant to this section has been
42 determined by the department. By October 1 annually,
43 the school district shall notify the department of
44 education of the number of individuals who have
45 achieved certification in accordance with this
46 section, and shall submit any documentation requested
47 by the department.

48 4. By July 1, 2002, a higher education institution
49 approved by the state board to provide an
50 administrator preparation program shall incorporate

S-3610

-11-

S-3610

Page 12

1 the evaluator training program into the program
2 offered by the institution.

3 5. Beginning July 1, 2002, the board of
4 educational examiners shall require certification as a
5 condition of issuing or renewing an administrator's
6 license.

7 6. By July 1, 2004, the director shall develop and
8 implement an evaluator training certification renewal
9 program for administrators who need to renew a
10 certificate issued pursuant to this section.

11 Sec. 12. NEW SECTION. 284.11 PILOT PROGRAM FOR
12 TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

13 1. It is the intent of the general assembly to
14 create a statewide team-based variable pay program to
15 reward individual attendance centers for improvement
16 in student achievement. A pilot program is
17 established to give Iowa school districts with one or
18 more participating attendance centers the opportunity
19 to explore and demonstrate successful methods to
20 implement team-based variable pay.

21 2. A participating school district may use moneys
22 appropriated for purposes of this chapter to provide a
23 cash award to all of the licensed practitioners at a
24 participating attendance center that has demonstrated
25 improvement in student achievement as provided in this
26 section. The school district is encouraged to extend
27 cash awards to other staff employed at the attendance
28 center.

29 3. The principal, with the participation of a team
30 of licensed practitioners appointed by the principal,
31 at each participating attendance center within a
32 school district shall annually submit district
33 attendance center student performance goals to the
34 school board for approval. The attendance center
35 goals must be aligned with the school improvement
36 goals for the district developed in accordance with
37 section 256.7, subsection 21. The district shall
38 determine the designation of an attendance center for
39 purposes of this section. The attendance center
40 student performance goals may differ from attendance
41 center to attendance center and may contain goals and
42 indicators in addition to the comprehensive school
43 improvement plan. An attendance center shall
44 demonstrate student achievement through the use of
45 multiple measures that are valid and reliable.

46 4. Each participating district shall create its
47 own design for a team-based pay plan linked to the
48 district's comprehensive school improvement plan. The
49 plan must include attendance center student
50 performance goals, student performance levels,

S-3610

S-3610

Page 13

1 multiple indicators to determine progress toward
2 attendance center goals, and a system for providing
3 financial rewards. The team-based pay plan shall be
4 approved by the local board.

5 5. Each district team-based pay plan shall be
6 reviewed by the department. The department shall
7 include a review of the locally established goals,
8 targeted levels of improvement, assessment strategies,
9 and financial reward system.

10 6. A district electing to initiate a team-based
11 variable pay plan according to this section during the
12 school year beginning July 1, 2001, shall notify the
13 department of its election in writing no later than
14 August 1, 2001. The department shall certify the
15 school district plan by October 1, 2001.

16 7. A team-based performance award program fund is
17 established in the state treasury under the control of
18 the department. The district team-based pay plan
19 shall specify how the funding received by the district
20 for purposes of this section is to be awarded to
21 eligible staff in attendance centers that meet or
22 exceed their goals. The district shall provide all
23 attendance centers equal access to the available
24 funds. Moneys shall be released by the department to
25 the district only upon certification by the school
26 board that an attendance center has met or exceeded
27 its goals.

28 8. Moneys received for purposes of this section
29 shall not be used for payment of any collective
30 bargaining agreement or arbitrator's decision
31 negotiated or awarded under chapter 20.

32 Sec. 13. NEW SECTION. 284.12 REPORT.

33 1. The department shall annually report the
34 statewide progress on the following:

35 a. Students achievement scores in mathematics and
36 reading at the fourth and eighth grade levels on a
37 district-by-district basis.

38 b. Improvement in teacher compensation.

39 c. Evaluator training program.

40 d. Team-based variable pay for student
41 achievement.

42 e. Changes and improvements in the evaluation of
43 teachers under the Iowa teaching standards.

44 2. The report shall be made available to the
45 chairpersons and ranking members of the senate and
46 house committees on education, the state board, the
47 governor, and school districts by January 1. School
48 districts shall provide information as required by the
49 department for the compilation of the report and for
50 accounting and auditing purposes.

S-3610

-13-

S-3610

Page 14

1 3. Subject to an appropriation of sufficient funds
2 by the general assembly, the department shall provide
3 for a comprehensive independent evaluation of all
4 components of the student achievement and teacher
5 quality program and shall submit the results of the
6 evaluation in the report submitted pursuant to
7 subsection 2 on January 1, 2007.

8 4. In developing administrative rules for
9 consideration by the state board, the department shall
10 consult with persons representing teachers,
11 administrators, school boards, approved practitioner
12 preparation institutions, and other appropriate
13 education stakeholders.

14 Sec. 14. NEW SECTION. 284.13 STATE PROGRAM
15 ALLOCATION.

16 1. For each fiscal year in which moneys are
17 appropriated by the general assembly for purposes of
18 the student achievement and teacher quality program,
19 the moneys shall be allocated as follows:

20 a. For the fiscal year beginning July 1, 2001, and
21 ending June 30, 2002, the department shall reserve up
22 to one million dollars of any moneys appropriated for
23 purposes of this chapter. For each fiscal year in
24 which moneys are appropriated by the general assembly
25 for purposes of team-based variable pay pursuant to
26 section 284.11, the amount of moneys allocated to
27 school districts shall be in the proportion that the
28 basic enrollment of a school district bears to the sum
29 of the basic enrollments of all participating school
30 districts for the budget year. However, the per pupil
31 amount distributed to a school district shall not
32 exceed one hundred dollars.

33 b. For the fiscal year beginning July 1, 2001, and
34 ending June 30, 2002, to the department of education,
35 the amount of one million nine hundred thousand
36 dollars for the issuance of national board
37 certification awards in accordance with section
38 256.44.

39 c. For the fiscal year beginning July 1, 2001, and
40 ending June 30, 2002, an amount up to two million four
41 hundred thousand dollars for first-year beginning
42 teachers, and for the fiscal year beginning July 1,
43 2002, and succeeding fiscal years, an amount up to
44 four million seven hundred thousand dollars for first-
45 year and second-year beginning teachers, to the
46 department of education for distribution to school
47 districts for purposes of the beginning teacher
48 mentoring and induction programs. A school district
49 shall receive one thousand three hundred dollars per
50 beginning teacher participating in the program. If

S-3610

-14-

S-3610

Page 15

1 the funds appropriated for the program are
2 insufficient to pay mentors and school districts as
3 provided in this paragraph, the department shall
4 prorate the amount distributed to school districts
5 based upon the amount appropriated. Moneys received
6 by a school district pursuant to this paragraph shall
7 be expended to provide each mentor with an award of
8 five hundred dollars per semester, at a minimum, for
9 participation in the school district's beginning
10 teacher mentoring and induction program; to implement
11 the plan; and to pay any applicable costs of the
12 employer's share of contributions to federal social
13 security and the Iowa public employees' retirement
14 system or a pension and annuity retirement system
15 established under chapter 294, for such amounts paid
16 by the district.

17 d. For the fiscal year beginning July 1, 2001, and
18 ending June 30, 2002, up to one million five hundred
19 thousand dollars to the department of education for
20 purposes of establishing the evaluator training
21 program, including but not limited to the development
22 of criteria models; an evaluation process; the
23 training of providers; development of a provider
24 approval process; training materials and costs; for
25 payment to practitioners under section 284.10,
26 subsection 3, and to pay any applicable costs of the
27 employer's share of contributions to federal social
28 security and the Iowa public employees' retirement
29 system or a pension and annuity retirement system
30 established under chapter 294, for such amounts paid
31 by the district; and for subsidies to school districts
32 for training costs.

33 e. For the fiscal year beginning July 1, 2001, and
34 ending June 30, 2002, up to one million five hundred
35 thousand dollars to the department of education for
36 purposes of implementing the career development
37 program requirements of section 284.6, and the review
38 panel requirements of section 284.9.

39 f. For the fiscal year beginning July 1, 2001, and
40 ending June 30, 2002, the amount of moneys remaining
41 from funds appropriated for purposes of this chapter
42 after distribution as provided in paragraphs "a"
43 through "e" and "g" shall be allocated to school
44 districts in accordance with the following formula:

45 (1) Fifty percent of the allocation shall be in
46 the proportion that the basic enrollment of a school
47 district bears to the sum of the basic enrollments of
48 all school districts in the state for the budget year.
49 (2) Fifty percent of the allocation shall be based
50 upon the proportion that the number of full-time

S-3610

-15-

S-3610

Page 16

1 equivalent teachers employed by a school district
2 bears to the sum of the number of full-time equivalent
3 teachers who are employed by all school districts in
4 the state for the base year.

5 g. From moneys available under paragraph "f", the
6 department shall allocate to area education agencies
7 an amount per classroom teacher employed by an area
8 education agency that is approximately equivalent to
9 the average per teacher amount allocated to the
10 districts. The average per teacher amount shall be
11 calculated by dividing the total number of classroom
12 teachers employed by school districts and the
13 classroom teachers employed by area education agencies
14 into the total amount of moneys available under
15 subsection 3.

16 2. A school district that is unable to meet the
17 provisions of section 284.7, subsection 1, with funds
18 allocated pursuant to subsection 1, paragraph "f", may
19 request a waiver from the department to use funds
20 appropriated under chapter 256D to meet the provisions
21 of section 284.7, subsection 1, if the difference
22 between the funds allocated to the school district
23 pursuant to subsection 1, paragraph "f", and the
24 amount required to comply with section 284.7,
25 subsection 1, is not less than ten thousand dollars.
26 The department shall consider the average class size
27 of the school district, the school district's actual
28 unspent balance from the preceding year, and the
29 school district's current financial position.

30 3. If a school district does not choose to
31 participate in the student achievement and teacher
32 quality program during the school year beginning July
33 1, 2001, the amount of moneys to be allocated to the
34 school district pursuant to subsection 1, paragraph
35 "f", shall be held for the school district by the
36 department until June 30, 2003, or until the school
37 district participates in the program, whichever occurs
38 earlier. Notwithstanding section 8.33, unencumbered
39 or unobligated funds remaining on June 30, 2002, shall
40 not revert but shall be available for expenditure for
41 the following fiscal year for the purposes of this
42 chapter.

43 4. Moneys received by a school district under this
44 chapter are miscellaneous income for purposes of
45 chapter 257 or are considered encumbered. A school
46 district shall maintain a separate listing within its
47 budget for payments received and expenditures made
48 pursuant to this section.

49 Sec. 15. Section 256.9, Code 2001, is amended by
50 adding the following new subsection:

S-3610

S-3610

Page 17

1 NEW SUBSECTION. 51. Develop models of core
2 knowledge and skill criteria, based upon the Iowa
3 teaching standards, for the evaluation, the
4 advancement, and for teacher career development
5 purposes pursuant to chapter 284. The model criteria
6 shall further define the characteristics of quality
7 teaching as established by the Iowa teaching
8 standards.

9 Sec. 16. Section 272.2, subsection 1, Code 2001,
10 is amended to read as follows:

11 1. a. License practitioners, who do not hold or
12 receive a license from another professional licensing
13 board, ~~and professional development programs, except~~
14 ~~for programs developed and offered by practitioner~~
15 ~~preparation institutions or area education agencies~~
16 ~~and approved by the state board of education.~~
17 Licensing authority includes the authority to
18 establish criteria for the licenses, ~~including but not~~
19 ~~limited to,~~ establish issuance and renewal
20 requirements, ~~creation of~~ create application and
21 renewal forms, ~~creation of~~ create licenses that
22 authorize different instructional functions or
23 specialties, ~~development of~~ develop a code of
24 professional rights and responsibilities, practice,
25 and ethics, and ~~the authority to~~ develop any other
26 classifications, distinctions, and procedures which
27 may be necessary to exercise licensing duties. A code
28 of professional rights and responsibilities, practice,
29 and ethics shall address but not be limited to the
30 habitual failure of a practitioner to fulfill
31 contractual obligations under section 279.13.

32 b. Notwithstanding section 272.28, subsection 1, a
33 teacher shall be licensed in accordance with rules
34 adopted pursuant to chapter 272, Code 2001, if the
35 teacher successfully completes a beginning teacher
36 mentoring program approved pursuant to chapter 256E, on
37 or before June 30, 2002, or is employed by a school
38 district that does not offer a beginning teacher
39 mentoring and induction program approved in accordance
40 with this chapter during the school year beginning
41 July 1, 2001.

42 c. Notwithstanding section 272.28, subsection 1, a
43 teacher shall receive an educational license if the
44 teacher meets the licensing requirements of this
45 chapter and, prior to July 1, 2003, successfully
46 completes a two-year beginning teacher mentoring and
47 induction program approved pursuant to this chapter.

48 Sec. 17. NEW SECTION. 272.28 MENTORING AND
49 INDUCTION REQUIREMENT.

50 1. Effective July 1, 2003, requirements for

S-3610

-17-

S-3610

Page 18

1 teacher licensure beyond a provisional license shall
2 include successful completion of a beginning teacher
3 mentoring and induction program approved by the state
4 board of education.

5 2. A teacher from an accredited nonpublic school
6 or another state or country is exempt from the
7 requirement of subsection 1 if the teacher can
8 document three years of successful teaching experience
9 within the past five years and meet or exceed the
10 requirements contained in rules adopted under this
11 chapter for endorsement and licensure.

12 Sec. 18. Section 279.19, unnumbered paragraphs 1
13 and 2, Code 2001, are amended to read as follows:

14 The first ~~three~~ two consecutive years of employment
15 of a teacher in the same school district are a
16 probationary period. However, if the teacher has
17 successfully completed a probationary period of
18 employment for another school district located in
19 Iowa, the probationary period in the current district
20 of employment shall not exceed one year. A board of
21 directors may waive the probationary period for any
22 teacher who previously has served a probationary
23 period in another school district and the board may
24 extend the probationary period for an additional year
25 with the consent of the teacher.

26 Notwithstanding the two-year probationary period
27 otherwise provided for in this section, if a school
28 district offers a beginning teacher a third year of a
29 beginning teacher mentoring and induction program, and
30 the teacher accepts the school district's offer, the
31 teacher's probationary period shall continue through
32 the teacher's third year of employment.

33 In the case of the termination of a probationary
34 teacher's contract, the provisions of sections 279.15
35 and 279.16 shall apply.

36 Sec. 19. Chapter 256E, Code 2001, is repealed.

37 Sec. 20. Section 272.33, Code 2001, is repealed
38 effective July 1, 2002.

39 Sec. 21. STATE MANDATE FUNDING SPECIFIED. In
40 accordance with section 25B.2, subsection 3, the state
41 cost of requiring compliance with any state mandate
42 included in this Act shall be paid by a school
43 district from state school foundation aid received by
44 the school district under section 257.16. This
45 specification of the payment of the state cost shall
46 be deemed to meet all the state funding-related
47 requirements of section 25B.2, subsection 3, and no
48 additional state funding shall be necessary for the
49 full implementation of this Act by and enforcement of
50 this Act against all affected school districts.

S-3610

-18-

S-3610

Page 19

1 Sec. 22. LEGISLATIVE IMPLEMENTATION COMMITTEE.
2 The legislative council is requested to establish a
3 two-year legislative implementation committee to study
4 and make recommendations regarding the implementation
5 of chapter 284, as enacted by this Act, including, but
6 not limited to, valid, reliable measures that school
7 districts can use to determine growth in student
8 achievement and performance on locally determined
9 indicators; development of a process to review
10 district level and building level student achievement
11 goals and goal-setting; the appropriate level of
12 funding for team-based variable pay; and an ongoing
13 evaluation to determine the effectiveness of the
14 student achievement and teacher quality program. The
15 committee shall recommend a team-based variable pay
16 plan model and a timeline for implementation of the
17 plan. The legislative council is also requested to
18 authorize up to \$25,000 for the expenses of the
19 committee. The committee shall monitor the progress
20 of team-based variable pay pilot programs.
21 The committee shall submit preliminary
22 recommendations to the general assembly by December
23 15, 2001, and shall make its final recommendations to
24 the general assembly by December 15, 2002.
25 The committee shall be composed of eleven members
26 and shall include the following:
27 1. Three members appointed by the president of the
28 senate after consultation with the majority leader of
29 the senate and the minority leader of the senate.
30 2. Three members appointed by the speaker of the
31 house of representatives after consultation with the
32 majority and minority leaders of the house of
33 representatives.
34 3. The director of the department of education or
35 the director's designee.
36 4. One member who shall be appointed by the Iowa
37 association of school boards.
38 5. One member who shall be appointed by the school
39 administrators of Iowa.
40 6. One member who shall be appointed by the Iowa
41 state education association.
42 7. One member who shall be appointed by the
43 governor to represent the office of the governor.
44 It is the intent of the general assembly that the
45 legislative implementation committee oversee the
46 implementation of the policies established pursuant to
47 this Act."

By MIKE CONNOLLY
JOHN P. KIBBIE

S-3610 FILED MAY 2, 2001

LOST

(p. 1460)

SENATE FILE 476
BY COMMITTEE ON EDUCATION

(SUCCESSOR TO SSB 1190)

(AS AMENDED AND PASSED BY THE SENATE MAY 2, 2001)

ALL New Language by the Senate

Passed Senate, ^(P. 1592) Date 5/8/01 Passed House, ^(P. 1941) Date 5/7/01
Vote: Ayes 29 Nays 15 Vote: Ayes 58 Nays 37
Approved May 23, 2001

A BILL FOR

1 An Act relating to the establishment of a student achievement and
2 teacher quality program.

3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21

SF. 476

1 Section 1. INTENT. It is the intent of the general
2 assembly to create a student achievement and teacher quality
3 program that acknowledges that outstanding teachers are a key
4 component in student success. The program's goals are to
5 enhance student achievement and to redesign compensation
6 strategies and teachers' professional development. Such
7 compensation strategies are designed to attract and retain
8 high performing teachers, to reward teachers for improving
9 their skills and knowledge in a manner that translates into
10 better student learning, and to reward the staff of school
11 attendance centers for improvement in student achievement.

12 Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT AND
13 TEACHER QUALITY PROGRAM.

14 A student achievement and teacher quality program is
15 established to promote high student achievement. The program
16 shall consist of the following four major elements:

17 1. Mentoring and induction programs that provide support
18 for beginning teachers in accordance with sections 284.5 and
19 284.6.

20 2. Career paths with compensation levels that strengthen
21 Iowa's ability to recruit and retain teachers.

22 3. Professional development designed to directly support
23 best teaching practices.

24 4. Team-based variable pay that provides additional
25 compensation when student performance improves.

26 Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

27 As used in this chapter, unless the context otherwise
28 requires:

29 1. "Beginning teacher" means an individual serving under
30 an initial provisional license, issued by the board of
31 educational examiners under chapter 272, who is assuming a
32 position as a classroom teacher.

33 2. "Classroom teacher" means an individual who holds a
34 valid practitioner's license and who is employed under a
35 teaching contract with a school district or area education

1 agency in this state to provide classroom instruction to
2 students.

3 3. "Comprehensive evaluation" means a summative evaluation
4 of a teacher conducted by an evaluator for purposes of
5 performance review, or recommendation for licensure based upon
6 models developed pursuant to section 256.9, subsection 51, and
7 to determine whether the teacher's practice meets the school
8 district expectations for a career, career II, or advanced
9 level.

10 4. "Department" means the department of education.

11 5. "Director" means the director of the department of
12 education.

13 6. "Evaluator" means an administrator or other
14 practitioner who successfully completes an evaluator training
15 program pursuant to section 284.10.

16 7. "Mentor" means an individual employed by a school
17 district or area education agency as a classroom teacher who
18 holds a valid license issued under chapter 272. The
19 individual must have a record of four years of successful
20 teaching practice, must be employed as a classroom teacher on
21 a nonprobationary basis, and must demonstrate professional
22 commitment to both the improvement of teaching and learning
23 and the development of beginning teachers.

24 8. "School board" means the board of directors of a school
25 district or a collaboration of boards of directors of school
26 districts.

27 9. "State board" means the state board of education.

28 10. "Teacher" means an individual holding a practitioner's
29 license issued under chapter 272, who is employed as a
30 teacher, librarian, media specialist, or counselor in a
31 nonadministrative position by a school district or area
32 education agency pursuant to a contract issued by a board of
33 directors under section 279.13. A teacher may be employed in
34 both an administrative and a nonadministrative position by a
35 board of directors and shall be considered a part-time teacher

1 for the portion of time that the teacher is employed in a
2 nonadministrative position. "Teacher" includes a licensed
3 individual employed on a less than full-time basis by a school
4 district through a contract between the school district and an
5 institution of higher education with a practitioner
6 preparation program in which the licensed teacher is enrolled.

7 Sec. 4. NEW SECTION. 284.3 IOWA TEACHING STANDARDS.

8 1. For purposes of this chapter and for developing teacher
9 evaluation criteria under chapter 279, the Iowa teaching
10 standards are as follows:

11 a. Demonstrates ability to enhance academic performance in
12 the classroom.

13 b. Demonstrates competence in content knowledge
14 appropriate to the teaching position.

15 c. Demonstrates competence in planning and preparing for
16 instruction.

17 d. Uses strategies to deliver instruction that meets the
18 multiple learning needs of students, including the use of
19 technology for curriculum integration.

20 e. Uses a variety of methods to monitor student learning.

21 f. Demonstrates competence in classroom management.

22 g. Engages in professional growth.

23 h. Fulfills professional responsibilities established by
24 the school district.

25 2. The school board and faculty shall collaborate to
26 further define good teaching by enhancing the Iowa teaching
27 standards in the following manner:

28 a. For purposes of comprehensive evaluations for beginning
29 teachers, including the comprehensive evaluation required for
30 the beginning teacher to progress to career teacher, the
31 criteria shall be based upon the model developed pursuant to
32 section 256.9, subsection 51, and established pursuant to
33 chapter 20.

34 b. For purposes of comprehensive evaluations for teachers
35 other than beginning teachers, the school board shall convene

1 the members of the school board and representatives of the
2 faculty, elected by the faculty, to establish criteria based
3 upon the model developed pursuant to section 256.9, subsection
4 51. If the parties are unable to reach agreement annually by
5 July 1, however, the model criteria shall become the school
6 district's criteria.

7 Sec. 5. NEW SECTION. 284.4 PARTICIPATION.

8 1. A school district is eligible to receive moneys
9 appropriated for purposes specified in this chapter if the
10 school board applies to the department to participate in the
11 student achievement and teacher quality program and submits a
12 written statement declaring the school district's willingness
13 to do all of the following:

14 a. Commit and expend local moneys to improve student
15 achievement and teacher quality.

16 b. Implement a beginning teacher mentoring and induction
17 program as provided in this chapter.

18 c. Provide, beginning in the second year of participation,
19 the equivalent of two or more contract days, outside of
20 instruction time, than provided in the school year preceding
21 the first year of participation, to provide additional time
22 for teacher career development that aligns with student
23 learning and teacher development needs, including the
24 integration of technology into curriculum development, in
25 order to achieve attendance center and districtwide student
26 achievement goals outlined in the district comprehensive
27 school improvement plan. School districts are encouraged to
28 develop strategies for restructuring the school calendar to
29 provide for the most effective professional development. A
30 school district that provides the equivalent of ten or more
31 contract days for career development is exempt from this
32 paragraph.

33 d. Adopt a teacher career development program in
34 accordance with this chapter.

35 e. Adopt a teacher evaluation plan that, at minimum,

1 requires a comprehensive evaluation of teachers in the
2 participating district at least every five years based upon
3 the Iowa teaching standards and requires administrators to
4 complete evaluator training in accordance with section 284.10.

5 f. Adopt teacher career paths based upon demonstrated
6 knowledge and skills in accordance with this chapter.

7 g. Adopt a team-based variable pay plan that rewards
8 attendance center success upon the implementation of a
9 statewide variable pay plan.

10 2. By July 1, 2003, each school district shall participate
11 in the student achievement and teacher quality program.

12 Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING
13 AND INDUCTION PROGRAM.

14 1. A beginning teacher mentoring and induction program is
15 created to promote excellence in teaching, enhance student
16 achievement, build a supportive environment within school
17 districts, increase the retention of promising beginning
18 teachers, and promote the personal and professional well-being
19 of classroom teachers. Prior to the completion of the 2001-
20 2002 school year, a school district shall, at a minimum,
21 provide an approved beginning teacher mentoring and induction
22 program for all classroom teachers who are beginning teachers.

23 2. The state board shall adopt rules to administer this
24 section.

25 3. Notwithstanding subsection 1, a school district may
26 provide a beginning teacher mentoring and induction program
27 for all classroom teachers who are beginning teachers in the
28 school years beginning July 1, 2001, and July 1, 2002.

29 4. Each participating school district shall develop an
30 initial beginning teacher mentoring and induction plan. The
31 plan shall be included in the school district's comprehensive
32 school improvement plan submitted pursuant to section 256.7,
33 subsection 21. The beginning teacher induction plan shall, at
34 a minimum, provide for a two-year sequence of induction
35 program content and activities to support the Iowa teaching

1 standards and beginning teacher professional and personal
2 needs; mentor training that includes, at a minimum, skills of
3 classroom demonstration and coaching, and district
4 expectations for beginning teacher competence on Iowa teaching
5 standards; placement of mentors and beginning teachers; the
6 process for dissolving mentor and beginning teacher
7 partnerships; district organizational support for released
8 time for mentors and beginning teachers to plan, provide
9 demonstration of classroom practices, observe teaching, and
10 provide feedback; structure for mentor selection and
11 assignment of mentors to beginning teachers; a district
12 facilitator; and program evaluation.

13 5. Upon completion of the program, the beginning teacher
14 shall be comprehensively evaluated to determine if the teacher
15 meets expectations to move to the career level. The school
16 district shall recommend a beginning teacher who has
17 successfully completed the program for an educational license.

18 A school district may offer a teacher a third year of
19 participation in the program if, after conducting a
20 comprehensive evaluation, the school district determines that
21 the teacher is likely to successfully complete the mentoring
22 and induction program by the end of the third year of
23 eligibility. A teacher granted a third year of eligibility
24 shall develop a teacher's mentoring and induction program plan
25 in accordance with this chapter and shall undergo a
26 comprehensive evaluation at the end of the third year. The
27 board of educational examiners shall grant a one-year
28 extension of the beginning teacher's provisional license upon
29 notification by the school district that the teacher will
30 participate in a third year of the school district's program.

31 Sec. 7. NEW SECTION. 284.6 TEACHER CAREER DEVELOPMENT.

32 1. The department shall coordinate a statewide network of
33 career development for Iowa teachers. A participating school
34 district or career development provider that offers a career
35 development program in accordance with section 256.9,

1 subsection 51, shall demonstrate that the program contains the
2 following:

3 a. Support that meets the career development needs of
4 individual teachers and is aligned with the Iowa teaching
5 standards.

6 b. Research-based instructional strategies aligned with
7 the school district's student achievement needs and the long-
8 range improvement goals established by the district.

9 c. Instructional improvement components including student
10 achievement data, analysis, theory, classroom demonstration
11 and practice, technology integration, observation, reflection,
12 and peer coaching.

13 d. An evaluation component that documents the improvement
14 in instructional practice and the effect on student learning.

15 2. The department shall identify models of career
16 development practices that produce evidence of the link
17 between teacher training and improved student learning.

18 3. A participating school district shall incorporate a
19 district career development plan into the district's
20 comprehensive school improvement plan submitted to the
21 department in accordance with section 256.7, subsection 21.
22 The district career development plan shall include a
23 description of the means by which the school district will
24 provide access to all teachers in the district to career
25 development programs or offerings that meet the requirements
26 of subsection 1. The plan shall align all career development
27 with the school district's long-range student learning goals
28 and the Iowa teaching standards. The plan shall indicate the
29 school district's approved career development provider or
30 providers.

31 4. In cooperation with the teacher's supervisor, the
32 teacher employed by a participating school district shall
33 develop an individual teacher career development plan. The
34 individual plan shall be based, at minimum, on the needs of
35 the teacher, the Iowa teaching standards, and the student

1 achievement goals of the attendance center and the school
2 district as outlined in the comprehensive school improvement
3 plan. The individual plan shall be reviewed by the teacher
4 and the teacher's supervisor at the teacher's annual review,
5 and shall be modified as necessary to reflect the individual
6 teacher's and the school district's needs and the individual's
7 progress in the plan.

8 5. School districts, a consortium of school districts,
9 area education agencies, higher education institutions, and
10 other public or private entities including professional
11 associations may be approved by the state board to provide
12 teacher career development. The career development program or
13 offering shall, at minimum, meet the requirements of
14 subsection 1. The state board shall adopt rules for the
15 approval of career development providers and standards for the
16 district career development plan.

17 Sec. 8. NEW SECTION. 284.7 IOWA TEACHER CAREER PATH.

18 To promote continuous improvement in Iowa's quality
19 teaching workforce and to give Iowa teachers the opportunity
20 for career recognition that reflects the various roles
21 teachers play as educational leaders, an Iowa teacher career
22 path is established for teachers employed by participating
23 school districts. A participating school district shall raise
24 teacher salaries to meet the requirements of this section.
25 The Iowa teacher career path and salary minimums are as
26 follows:

27 1. Effective July 1, 2001, the following career path
28 levels are established and shall be implemented in accordance
29 with this chapter:

30 a. BEGINNING TEACHER.

31 (1) A beginning teacher is a teacher who meets the
32 following requirements:

33 (a) Has successfully completed an approved practitioner
34 preparation program as defined in section 272.1.

35 (b) Holds a provisional teacher license issued by the

1 board of educational examiners.

2 (c) Participates in the beginning teacher mentoring and
3 induction program as provided in this chapter.

4 (2) The participating district shall increase the
5 district's minimum salary for a first-year beginning teacher
6 by at least one thousand five hundred dollars per year above
7 the minimum salary paid to a first-year beginning teacher in
8 the previous year unless the minimum salary for a first-year
9 beginning teacher exceeds twenty-eight thousand dollars.

10 b. CAREER TEACHER.

11 (1) A career teacher is a teacher who meets the following
12 requirements:

13 (a) Has successfully completed the beginning teacher
14 mentoring and induction program and has successfully completed
15 a comprehensive evaluation as provided in this chapter.

16 (b) Is reviewed by the school district as demonstrating
17 the competencies of a career teacher.

18 (c) Holds a valid license issued by the board of
19 educational examiners.

20 (d) Participates in teacher career development as set
21 forth in this chapter and demonstrates continuous improvement
22 in teaching.

23 (3) The participating district shall provide a two
24 thousand dollar difference between the average beginning
25 teacher salary and the minimum career teacher salary, unless
26 the school district has a minimum career teacher salary that
27 exceeds thirty thousand dollars.

28 2. It is the intent of the general assembly to establish
29 and require the implementation of and provide for the
30 implementation of the following additional career path levels
31 by July 1, 2003:

32 a. CAREER II TEACHER.

33 (1) A career II teacher is a teacher who meets the
34 requirements of subsection 1, paragraph "b", has met the
35 requirements established by the school district that employs

1 the teacher, and is evaluated by the school district as
2 demonstrating the competencies of a career II teacher. The
3 teacher shall have successfully completed a comprehensive
4 evaluation in order to be classified as a career II teacher.

5 (2) It is the intent of the general assembly that the
6 participating district shall establish a minimum salary for a
7 career II teacher that is at least five thousand dollars
8 greater than the minimum career teacher salary. It is further
9 intended that the district shall adopt a plan that facilitates
10 the transition of a career teacher to a career II level.

11 b. ADVANCED TEACHER.

12 (1) An advanced teacher is a teacher who meets the
13 following requirements:

14 (a) Receives the recommendation of the review panel that
15 the teacher possesses superior teaching skills and that the
16 teacher should be classified as an advanced teacher.

17 (b) Holds a valid license from the board of educational
18 examiners.

19 (c) Participates in teacher career development as outlined
20 in this chapter and demonstrates continuous improvement in
21 teaching.

22 (d) Possesses the skills and qualifications to assume
23 leadership roles.

24 (2) It is the intent of the general assembly that the
25 participating district shall establish a minimum salary for an
26 advanced teacher that is at least thirteen thousand five
27 hundred dollars greater than the minimum career teacher
28 salary. In conjunction with the development of the review
29 panel pursuant to section 284.9, the department shall make
30 recommendations to the general assembly by January 1, 2002,
31 regarding the appropriate district-to-district recognition for
32 advanced teachers and methods that facilitate the transition
33 of a teacher to the advanced level.

34 3. A teacher shall be promoted one level at a time and a
35 teacher promoted to the next career level shall remain at that

1 level for at least one year before requesting promotion to the
2 next career level.

3 4. If a comprehensive evaluation for a teacher is
4 conducted in the fifth year of the teacher's status at the
5 career level, and indicates that the teacher's practice no
6 longer meets the standards for that level, a comprehensive
7 evaluation shall be conducted in the next following school
8 year. If the comprehensive evaluation establishes that the
9 teacher's practice fails to meet the standards for that level,
10 the teacher shall be ineligible for any additional pay
11 increase other than a cost of living increase.

12 5. A teacher employed in a participating district shall
13 not receive less compensation in that participating district
14 than the teacher received in the school year starting July 1,
15 2001, due to implementation of this chapter. A teacher who
16 achieves national board for professional teaching standards
17 certification and meets the requirements of section 256.44
18 shall continue to receive the award as specified in section
19 256.44 in addition to the compensation set forth in this
20 section.

21 Sec. 9. NEW SECTION. 284.8 EVALUATION REQUIREMENTS FOR
22 CAREER, CAREER II, AND ADVANCED TEACHERS.

23 1. A teacher's supervisor shall annually review the
24 teacher for purposes of continuous improvement unless the
25 teacher has been comprehensively reviewed during the same
26 school year. The supervisor may designate another certified
27 evaluator to conduct the annual review of a teacher. The
28 review shall include classroom observation of the teacher and
29 should include supporting documentation from other
30 supervisors, parents, and students.

31 2. In addition to evaluations agreed upon under chapter
32 20, a teacher shall be comprehensively evaluated based on the
33 provisions of section 284.3 at least once every five years.
34 Comprehensive evaluations shall be conducted by an
35 administrator or the administrator's designee certified

1 pursuant to section 284.10. The evaluation shall include, at
2 minimum, classroom observation of the teacher, the teacher's
3 progress and implementation of the teacher's individual career
4 development plan; should include supporting documentation from
5 other supervisors, teachers, parents, and students; and may
6 include video portfolios as evidence of teaching practices. A
7 teacher may be comprehensively evaluated for purposes of
8 performance review or recommendation for licensure, and shall
9 be comprehensively evaluated for advancement in the career
10 path established pursuant to section 284.7.

11 3. If a teacher is denied advancement based upon a
12 comprehensive evaluation, the teacher may appeal the decision
13 to an adjudicator under the process established under section
14 279.17. However, the decision of the adjudicator is final.
15 If a district does not recommend a teacher for continued
16 employment or licensure based upon a comprehensive evaluation,
17 the provisions of sections 279.14, 279.17, and 279.18 shall
18 apply. A teacher may file one cause of action objecting to
19 the contents or procedures of a comprehensive evaluation and
20 the objections shall not be subject to the grievance
21 procedures negotiated in accordance with chapter 20.

22 4. This section applies only to career, career II, and
23 advanced teachers.

24 Sec. 10. NEW SECTION. 284.9 REVIEW PANEL.

25 1. A career II teacher seeking to receive an advanced
26 designation shall submit a portfolio of work evidence aligned
27 with the Iowa teaching standards to a review panel established
28 in accordance with subsection 2. A majority of the evidence
29 in the portfolio shall be classroom-based. The review panel
30 shall evaluate the career II teacher's portfolio to determine
31 whether the teacher demonstrates superior teaching skills and
32 shall make a recommendation to the board of educational
33 examiners whether or not the teacher shall receive an advanced
34 designation. The standards for recommendation include, but
35 are not limited to, meeting the Iowa teaching standards at an

1 advanced level.

2 2. The department shall establish up to five regional
3 review panels consisting of five members per panel. Each
4 panel shall include, at a minimum, a nationally board-
5 certified teacher and a school district administrator. Panel
6 members shall be appointed by the director and shall possess
7 the knowledge necessary to determine the quality of the
8 evidence submitted in an applicant's portfolio. Panel members
9 shall serve a staggered three-year term and may be reappointed
10 to a second term. The department shall provide support and
11 evaluation training for panel members and convene panels as
12 needed.

13 3. To assure fairness and consistency in the evaluation
14 process, the review panels may perform random audits of the
15 comprehensive evaluations conducted by evaluators throughout
16 the state, and may randomly review performance-based
17 evaluation models developed by school districts in accordance
18 with section 284.3, subsection 2. The review of the
19 evaluation models shall ensure that the model is at least
20 equivalent to the state model developed pursuant to section
21 256.9, subsection 51.

22 4. A teacher who does not receive a recommendation from a
23 review panel may appeal that denial to an administrative law
24 judge located in the department of inspections and appeals.
25 The state shall not be liable for a teacher's attorney fees,
26 costs, or damages that may result from an appeal of a review
27 panel's decision. The state board shall adopt rules to
28 administer this section.

29 Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING PROGRAM.

30 1. The department shall establish an evaluator training
31 program to improve the skills of school district evaluators in
32 making employment decisions, making recommendations for
33 licensure, and moving teachers through a career path as
34 established under this chapter. The department shall consult
35 with persons representing teachers, national board-certified

1 teachers, administrators, school boards, higher education
2 institutions with approved practitioner and administrator
3 preparation programs, and with persons from the private sector
4 knowledgeable in employment evaluation and evaluator training
5 in order to develop standards and requirements for the
6 program. Evaluator training programs offered pursuant to this
7 chapter may be provided by a public or private entity. The
8 department shall distribute a list of evaluator training
9 program providers to each school district.

10 2. An administrator licensed under chapter 272 who
11 conducts evaluations of teachers for purposes of this chapter
12 shall complete the evaluator training program. A practitioner
13 licensed under chapter 272 who is not an administrator may
14 enroll in the evaluator training program. Enrollment
15 preference shall be given to administrators. Upon successful
16 completion, the provider shall certify that the administrator
17 or other practitioner is qualified to conduct evaluations for
18 employment, make recommendations for licensure, and make
19 recommendations that a teacher is qualified to advance from
20 one career path level to the next career path level pursuant
21 to this chapter. Certification is for a period of five years
22 and may be renewed.

23 3. Effective until July 1, 2004, a school district shall
24 pay the amount of one thousand dollars for each individual who
25 is licensed as a practitioner under chapter 272 on or after
26 July 1, 2001, and who has been certified in accordance with
27 this section. By October 1 annually, the school district
28 shall notify the department of education of the number of
29 individuals who have achieved certification in accordance with
30 this section, and shall submit any documentation requested by
31 the department.

32 4. By July 1, 2002, a higher education institution
33 approved by the state board to provide an administrator
34 preparation program shall incorporate the evaluator training
35 program into the program offered by the institution.

1 5. Beginning July 1, 2002, the board of educational
2 examiners shall require certification as a condition of
3 issuing or renewing an administrator's license.

4 6. By July 1, 2004, the director shall develop and
5 implement an evaluator training certification renewal program
6 for administrators and other practitioners who need to renew a
7 certificate issued pursuant to this section.

8 Sec. 12. NEW SECTION. 284.11 PILOT PROGRAM FOR TEAM-
9 BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

10 1. It is the intent of the general assembly to develop and
11 implement by July 1, 2003, a statewide team-based variable pay
12 program and approval process to reward individual attendance
13 centers for improvement in student achievement. The
14 department shall develop and administer a pilot team-based
15 variable pay program. A pilot program is established to give
16 Iowa school districts with one or more participating
17 attendance centers the opportunity to explore and demonstrate
18 successful methods to implement team-based variable pay. Each
19 school district approved by the department to participate in
20 the pilot program shall administer a valid and reliable
21 standardized assessment at the beginning and end of the school
22 year to demonstrate growth in student achievement.

23 2. All licensed practitioners at a participating
24 attendance center that has demonstrated improvement in student
25 achievement as provided in this section shall share in cash
26 awards provided in accordance with this section. The school
27 district is encouraged to extend cash awards to other staff
28 employed at the attendance center.

29 3. The team-based pay plan shall be approved by the local
30 board.

31 4. A district electing to initiate a team-based variable
32 pay plan according to this section during the school year
33 beginning July 1, 2001, shall notify the department of its
34 election in writing no later than August 1, 2001. The
35 department shall certify the school district plan by October

1 1, 2001.

2 5. The department shall annually report to the legislative
3 education accountability and oversight committee the student
4 achievement scores in mathematics and reading at the fourth
5 and eighth grade levels on a district-by-district basis, as
6 reported to the local communities in accordance with section
7 256.7, subsection 21, paragraph "c".

8 Sec. 13. NEW SECTION. 284.12 REPORT.

9 1. The department shall annually report the statewide
10 progress on the following:

11 a. Improvement in teacher compensation.

12 b. Evaluator training program.

13 c. Team-based variable pay for student achievement.

14 d. Changes and improvements in the evaluation of teachers
15 under the Iowa teaching standards.

16 2. The report shall be made available to the chairpersons
17 and ranking members of the senate and house committees on
18 education, the state board, the governor, and school districts
19 by January 1. School districts shall provide information as
20 required by the department for the compilation of the report
21 and for accounting and auditing purposes.

22 3. The department shall provide for a comprehensive
23 independent evaluation of all components of the student
24 achievement and teacher quality program and shall submit the
25 results of the evaluation in the report submitted pursuant to
26 subsection 2 by January 1, 2007.

27 4. The board of educational examiners shall compile
28 statistical information from the results of the examinations
29 administered pursuant to section 272.2, subsection 16. The
30 information compiled shall identify the practitioner
31 preparation programs from which the applicants graduated, but
32 shall not identify applicants individually. The statistical
33 information compiled by the board pursuant to this subsection
34 is a public record. The board shall submit a review of the
35 statistical information to the chairpersons and ranking

1 members of the senate and house committees on education and
2 the state board by December 1, 2003.

3 5. In developing administrative rules for consideration by
4 the state board, the department shall consult with persons
5 representing teachers, administrators, school boards, approved
6 practitioner preparation institutions, other appropriate
7 education stakeholders, and the legislative education
8 accountability and oversight committee.

9 Sec. 14. Section 256.9, Code 2001, is amended by adding
10 the following new subsection:

11 NEW SUBSECTION. 51. Develop a core knowledge and skill
12 criteria model, based upon the Iowa teaching standards, for
13 the evaluation, the advancement, and for teacher career
14 development purposes pursuant to chapter 284. The model
15 criteria shall further define the characteristics of quality
16 teaching as established by the Iowa teaching standards.

17 Sec. 15. Section 272.2, subsection 1, Code 2001, is
18 amended to read as follows:

19 1. a. License practitioners, who do not hold or receive a
20 license from another professional licensing board, ~~and~~
21 ~~professional-development-programs, except for programs~~
22 ~~developed and offered by practitioner preparation institutions~~
23 ~~or area education agencies and approved by the state board of~~
24 ~~education.~~ Licensing authority includes the authority to
25 establish criteria for the licenses, ~~including but not limited~~
26 ~~to,~~ establish issuance and renewal requirements, ~~creation of~~
27 create application and renewal forms, ~~creation of~~ create
28 licenses that authorize different instructional functions or
29 specialties, ~~development of~~ develop a code of professional
30 rights and responsibilities, practice, and ethics, and the
31 ~~authority to~~ develop any other classifications, distinctions,
32 and procedures which may be necessary to exercise licensing
33 duties. A code of professional rights and responsibilities,
34 practice, and ethics shall address but not be limited to the
35 habitual failure of a practitioner to fulfill contractual

1 obligations under section 279.13.

2 b. Notwithstanding section 272.28, subsection 1, a teacher
3 shall be licensed in accordance with rules adopted pursuant to
4 chapter 272, Code 2001, if the teacher successfully completes
5 a beginning teacher mentoring program approved pursuant to
6 chapter 256E on or before June 30, 2002, or is employed by a
7 school district that does not offer a beginning teacher
8 mentoring and induction program approved in accordance with
9 this chapter during the school year beginning July 1, 2001.

10 c. Notwithstanding section 272.28, subsection 1, a teacher
11 shall receive an educational license if the teacher meets the
12 licensing requirements of this chapter and, prior to July 1,
13 2003, successfully completes a two-year beginning teacher
14 mentoring and induction program approved pursuant to this
15 chapter.

16 Sec. 16. Section 272.2, Code 2001, is amended by adding
17 the following new subsection:

18 NEW SUBSECTION. 16. a. Administer the Praxis II
19 examination for knowledge of pedagogies and for not more than
20 one content area to each individual who is applying for a
21 provisional license prior to issuance of the license.

22 b. Examination fees for the examination required under
23 this subsection shall be paid by the board. Costs incurred
24 for additional content area examinations shall be paid by the
25 applicant.

26 c. This subsection is repealed effective June 30, 2003.

27 Sec. 17. NEW SECTION. 272.28 MENTORING AND INDUCTION
28 REQUIREMENT.

29 1. Effective July 1, 2003, requirements for teacher
30 licensure beyond a provisional license shall include
31 successful completion of a beginning teacher mentoring and
32 induction program approved by the state board of education.

33 2. A teacher from an accredited nonpublic school or
34 another state or country is exempt from the requirement of
35 subsection 1 if the teacher can document three years of

1 successful teaching experience within the past five years and
2 meet or exceed the requirements contained in rules adopted
3 under this chapter for endorsement and licensure.

4 Sec. 18. Section 279.19, unnumbered paragraphs 1 and 2,
5 Code 2001, are amended to read as follows:

6 The first ~~three~~ two consecutive years of employment of a
7 teacher in the same school district are a probationary period.
8 However, if the teacher has successfully completed a
9 probationary period of employment for another school district
10 located in Iowa, the probationary period in the current
11 district of employment shall not exceed one year. A board of
12 directors may waive the probationary period for any teacher
13 who previously has served a probationary period in another
14 school district and the board may extend the probationary
15 period for an additional year with the consent of the teacher.

16 Notwithstanding the two-year probationary period otherwise
17 provided for in this section, if a school district offers a
18 beginning teacher a third year of a beginning teacher
19 mentoring and induction program, and the teacher accepts the
20 school district's offer, the teacher's probationary period
21 shall continue through the teacher's third year of employment.

22 In the case of the termination of a probationary teacher's
23 contract, the provisions of sections 279.15 and 279.16 shall
24 apply.

25 Sec. 19. Chapter 256E, Code 2001, is repealed.

26 Sec. 20. Section 272.33, Code 2001, is repealed effective
27 July 1, 2002.

28 Sec. 21. PRACTITIONER PREPARATION CREDIT TRANSFER STUDY.

29 The state board of regents shall conduct a study of the
30 transfer of credits between practitioner preparation
31 institutions, both in-state and out-of-state, to determine
32 whether the transfer of credits by practitioner preparation
33 institutions is fair and consistent. The state board shall
34 collect information relating to the transfer and acceptance of
35 credits from a representative sample of in-state and out-of-

1 state practitioner preparation institutions. The state board
2 shall identify actions that may be taken to improve the
3 ability of a student to transfer credits earned in one
4 practitioner preparation institution to another. The state
5 board shall submit its findings and recommendations in a
6 report to the senate and house of representatives standing
7 committees on education by December 1, 2001.

8 Sec. 22. LEGISLATIVE EDUCATION ACCOUNTABILITY AND
9 OVERSIGHT COMMITTEE. The legislative council is requested to
10 establish a two-year legislative education accountability and
11 oversight committee to conduct a comprehensive study of team-
12 based variable pay and make recommendations for the
13 implementation of a team-based variable pay plan component of
14 the student achievement and teacher quality program.

15 The committee shall recommend the manner in which standards
16 of performance are to be determined, the level of expected
17 growth, the development of a student academic database, the
18 timeline and procedure for the collection of student
19 achievement data, identification of the structures of a team
20 for purposes of equitable operation of the plan, and a
21 timeline for implementation of the plan. The committee shall
22 select an assessment model for use in accurately measuring
23 student achievement. The committee may recommend additional
24 measures and reviews for the purpose of strengthening
25 comprehensive school improvement plans through the
26 implementation of team-based variable pay plans. The
27 committee shall monitor the progress of team-based variable
28 pay pilot programs.

29 The committee shall recommend a means of evaluation
30 designed to determine the effect of the student achievement
31 and teacher quality plan on raising student achievement. The
32 committee shall submit preliminary recommendations to the
33 general assembly by December 15, 2001, and shall make its
34 final recommendations to the general assembly by December 15,
35 2002.

1 The committee shall be composed of six voting members
2 representing both political parties and both houses of the
3 general assembly. Three members shall be appointed by the
4 president of the senate, after consultation with the majority
5 leader of the senate and the minority leader of the senate.
6 The remaining three members shall be appointed by the speaker
7 of the house of representatives after consultation with the
8 majority and minority leaders of the house of representatives.

9 The committee shall also include the following ex officio,
10 nonvoting members:

11 1. The director of the department of education or the
12 director's designee.

13 2. One member who shall be appointed by the Iowa
14 association of school boards.

15 3. One member who shall be appointed by the school
16 administrators of Iowa.

17 4. Two members who shall be appointed independently by the
18 state's two largest professional teachers associations.

19 5. One member who shall be appointed by the governor to
20 represent the office of the governor.

21 It is the intent of the general assembly that the
22 legislative education accountability and oversight committee
23 oversee the policies established pursuant to this Act.

24 Sec. 23. STATE MANDATE FUNDING SPECIFIED. In accordance
25 with section 25B.2, subsection 3, the state cost of requiring
26 compliance with any state mandate included in this Act shall
27 be paid by a school district from state school foundation aid
28 received by the school district under section 257.16. This
29 specification of the payment of the state cost shall be deemed
30 to meet all the state funding-related requirements of section
31 25B.2, subsection 3, and no additional state funding shall be
32 necessary for the full implementation of this Act by and
33 enforcement of this Act against all affected school districts.

34

35

SENATE FILE 476**H-1997**

1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:

3 1. Page 3, by striking lines 11 and 12 and
4 inserting the following:

5 "a. Demonstrates support for and implementation of
6 the school district's student achievement goals."

7 2. Page 3, line 31, by striking the word "model"
8 and inserting the following: "models".

9 3. Page 4, line 3, by striking the word "model"
10 and inserting the following: "models".

11 4. Page 4, line 4, by striking the word
12 "annually".

13 5. Page 4, line 5, by striking the word
14 "however," and inserting the following: "of a school
15 year in which a contract period ends".

16 6. Page 11, lines 14 and 15, by striking the
17 words "starting July 1, 2001," and inserting the
18 following: ", preceding participation, as set forth
19 in section 284.4".

20 7. Page 13, line 20, by striking the word "model"
21 and inserting the following: "models".

22 8. By striking page 15, line 8 through page 16,
23 line 7, and inserting the following:

24 "Sec. ____ . NEW SECTION. 284.11 PILOT PROGRAM FOR
25 TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

26 1. It is the intent of the general assembly to
27 create a statewide team-based variable pay program to
28 reward individual attendance centers for improvement
29 in student achievement. A pilot program is
30 established to give Iowa school districts with one or
31 more participating attendance centers the opportunity
32 to explore and demonstrate successful methods to
33 implement team-based variable pay. The department
34 shall develop and administer the pilot program. Each
35 school district approved by the department to
36 participate in the pilot program shall administer a
37 valid and reliable standardized assessment at the
38 beginning and end of the school year to demonstrate
39 growth in student achievement.

40 2. All licensed practitioners employed at a
41 participating attendance center that has demonstrated
42 improvement in student achievement shall share in a
43 cash award. However, the school district is
44 encouraged to extend cash awards to other staff
45 employed at the attendance center.

46 3. The principal, with the participation of a team
47 of licensed practitioners appointed by the principal,
48 at each participating attendance center within a
49 school district shall annually submit district
50 attendance center student performance goals to the

H-1997

H-1997

Page 2

1 school board for approval. The attendance center
2 goals must be aligned with the school improvement
3 goals for the district developed in accordance with
4 section 256.7, subsection 21. The district shall
5 determine the designation of an attendance center for
6 purposes of this section. The attendance center
7 student performance goals may differ from attendance
8 center to attendance center and may contain goals and
9 indicators in addition to the comprehensive school
10 improvement plan. An attendance center shall
11 demonstrate student achievement through the use of
12 multiple measures that are valid and reliable.

13 4. Each participating district shall create its
14 own design for a team-based pay plan linked to the
15 district's comprehensive school improvement plan. The
16 plan must include attendance center student
17 performance goals, student performance levels,
18 multiple indicators to determine progress toward
19 attendance center goals, and a system for providing
20 financial rewards. The team-based pay plan shall be
21 approved by the local board.

22 5. Each district team-based pay plan shall be
23 reviewed by the department. The department shall
24 include a review of the locally established goals,
25 targeted levels of improvement, assessment strategies,
26 and financial reward system.

27 6. A district electing to initiate a team-based
28 variable pay plan according to this section during the
29 school year beginning July 1, 2001, shall notify the
30 department of its election in writing no later than
31 August 1, 2001. The department shall certify the
32 school district plan by October 1, 2001."

33 9. Page 16, by striking line 11 and inserting the
34 following:

35 "a. Student achievement scores in mathematics and
36 reading at the fourth and eighth grade levels on a
37 district-by-district basis as reported to the local
38 communities pursuant to section 256.7, subsection 21,
39 paragraph "c"."

40 10. Page 16, line 18, by inserting after the word
41 "education," the following: "the legislative
42 education accountability and oversight committee,".

43 11. Page 17, line 11, by striking the word "a".

44 12. Page 17, line 12, by striking the word
45 "model" and inserting the following: "models".

46 13. Page 18, by striking lines 10 through 15.

47 14. Page 19, line 24, by inserting after the word
48 "apply." the following: "However, if the probationary
49 teacher is a beginning teacher who fails to
50 successfully complete a beginning teacher mentoring

H-1997

H-1997

Page 3

1 and induction program in accordance with chapter 284,
2 the provisions of sections 279.17 and 279.18 shall
3 also apply."
4 15. Page 20, by striking line 22 and inserting
5 the following: "select assessment models for use in
6 accurately measuring".

By CARROLL of Poweshiek
GRUNDBERG of Polk
WISE of Lee

H-1997 FILED MAY 4, 2001

0/0

5/7/01

SENATE FILE 476**H-1999**

1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:

3 1. By striking everything after the enacting
4 clause and inserting the following:

5 "Section 1. APPROPRIATION OF MONEYS DEPOSITED IN
6 THE TEACHER COMPENSATION REFORM AND STUDENT
7 ACHIEVEMENT SAVINGS ACCOUNT FUND. Moneys deposited in
8 the teacher compensation reform and student
9 achievement savings account fund created in section
10 12.90, as of July 1, 2001, if House File 413 is
11 enacted by the Seventy-ninth General Assembly, 2001
12 Session, are appropriated to the department of
13 education for distribution to school districts as
14 provided in this section. Moneys appropriated in this
15 section shall be allocated to school districts in the
16 proportion that the basic enrollment of a school
17 district bears to the sum of the basic enrollments of
18 all school districts in the state for the budget year.
19 A school district shall expend funds received pursuant
20 to this section for purposes of implementing teacher
21 compensation reform and student achievement measures
22 pursuant to the provisions of a collective bargaining
23 agreement negotiated under the provisions of chapter
24 20.

25 Sec. 2. ALLOCATION AND USE OF PHASE I MONEYS.
26 Notwithstanding the provisions of chapter 294A, moneys
27 appropriated and allocated in an amount to meet the
28 minimum salary requirements of chapter 294A for
29 purposes of phase I for the fiscal year beginning July
30 1, 2001, and ending June 30, 2002, shall be allocated
31 to school districts in the proportion that the basic
32 enrollment of a school district bears to the sum of
33 the basic enrollments of all school districts in the
34 state for the budget year. A school district shall
35 expend funds received pursuant to this section for
36 purposes of implementing teacher compensation reform
37 measures pursuant to the provisions of a collective
38 bargaining agreement negotiated under the provisions
39 of chapter 20."

40 2. Title page, by striking lines 1 and 2 and
41 inserting the following: "An Act relating to and
42 making appropriations of moneys for purposes of
43 teacher compensation reform and student achievement."

By CONNORS of Polk

H-1999 FILED MAY 4, 2001

*Lost
5/7/01
(P. 1928)*

SENATE FILE 476**H-2006**

1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:

3 1. Page 17, by inserting after line 8, the
4 following:

5 "Sec. ____ Section 97B.42, Code 2001, is amended
6 by adding the following new unnumbered paragraph:
7 NEW UNNUMBERED PARAGRAPH. Notwithstanding any
8 other provision of this section, commencing July 1,
9 2002, a member who is employed by a school district or
10 area education agency as an elementary or secondary
11 school teacher may elect coverage under the eligible
12 alternative retirement benefits system as provided in
13 section 294.17, in lieu of continuing or commencing
14 contributions to the Iowa public employees' retirement
15 system. However, the employer's and employee's annual
16 contribution in dollars to the eligible alternative
17 retirement benefits system shall equal, but not
18 exceed, the annual contribution in dollars which the
19 employer and employee would contribute if the employee
20 had elected to remain an active member under this
21 chapter, as set forth in section 97B.11. A member who
22 elects coverage under the eligible alternative
23 retirement benefits system as provided by this
24 paragraph may withdraw the member's accumulated
25 contributions effective when coverage under the
26 eligible alternative retirement benefits system
27 commences. A member who is employed by a school
28 district or area education agency as an elementary or
29 secondary school teacher prior to July 1, 2002, must
30 file an election for coverage under the eligible
31 alternative retirement benefits system described in
32 section 294.17, with the department and the employing
33 school district or area education agency within
34 eighteen months of the first day on which coverage
35 commences under the eligible alternative retirement
36 benefits system described in section 294.17, or the
37 employee shall remain a member under this chapter and
38 shall not be eligible to elect to participate in the
39 eligible alternative retirement benefits system at a
40 later date. A person hired on or after July 1, 2002,
41 by a school district or area education agency as an
42 elementary or secondary school teacher must file an
43 election for coverage under the eligible alternative
44 retirement benefits system with the department and the
45 employing school district or area education agency
46 within sixty days of commencing employment, or the
47 employee shall remain a member under this chapter and
48 shall not be eligible to elect to participate in the
49 eligible alternative retirement benefits system at a
50 later date. The department shall cooperate with the

H-2006

H-2006

Page 2

1 state board of education and with applicable school
2 districts and area education agencies to facilitate
3 the implementation of this provision.

4 Sec. _____. Section 256.7, Code 2001, is amended by
5 adding the following new subsection:

6 NEW SUBSECTION. 25. By July 1, 2002, provide for
7 the establishment of an eligible alternative
8 retirement benefits system for elementary and
9 secondary school teachers employed by a school
10 district or area education agency consistent with the
11 requirements of section 294.17."

12 2. Page 19, by inserting after line 24, the
13 following:

14 "Sec. _____. NEW SECTION. 294.17 ELIGIBLE
15 ALTERNATIVE PENSION AND ANNUITY RETIREMENT SYSTEM.

16 1. The state board of education shall establish an
17 eligible alternative pension and annuity retirement
18 system, hereafter called the "retirement system",
19 effective July 1, 2002, for elementary and secondary
20 school teachers employed by a school district or area
21 education agency pursuant to the requirements of this
22 section. The state board of education shall be the
23 plan sponsor of the retirement system and shall file
24 an application for a favorable determination letter
25 for the retirement system with the Internal Revenue
26 Service.

27 2. The state board of education shall select a
28 provider of the retirement system that is a financial
29 institution capable of providing bundled services for
30 the retirement system, including, but not limited to,
31 administration, investment management, employee
32 education, and recordkeeping. In selecting a
33 provider, the state board of education shall place
34 primary emphasis on the reasonableness of services in
35 relation to cost, the ability and experience of the
36 provider in providing bundled retirement services to
37 the educational community, the financial stability of
38 the provider, and the ability of the provider to
39 provide services as required by this section.

40 3. To be an eligible alternative retirement
41 benefits system, the retirement system shall meet the
42 following requirements:

43 a. The retirement system shall be an employer-
44 sponsored defined contribution plan requiring
45 mandatory employer contributions that meet the
46 requirements of section 401(a) of the Internal Revenue
47 Code.

48 b. The employer's and employee's annual
49 contribution in dollars under an eligible alternative
50 retirement benefits system described in this section

H-2006

-2-

H-2006

Page 3

1 shall equal, but not exceed, the annual contribution
 2 in dollars which the employer and employee would
 3 contribute if the employee had elected to remain an
 4 active member pursuant to the Iowa public employees'
 5 retirement system, as set forth in section 97B.11.
 6 Contributions under the retirement system shall be
 7 treated in the same manner as contributions under the
 8 Iowa public employees' retirement system are treated
 9 pursuant to section 97B.11A.

10 c. Employer and employee contributions under the
 11 retirement system shall be fully vested immediately.

12 d. Upon termination of employment as an elementary
 13 or secondary school teacher employed by a school
 14 district or area education agency, the teacher shall
 15 be eligible to receive a benefit payable in at least
 16 any of the following forms:

17 (1) Payment of all or part of the teacher's
 18 account balance in the retirement system in a lump
 19 sum.

20 (2) Payment based on the teacher's account balance
 21 in the retirement system in monthly, quarterly, or
 22 annual installments over a fixed reasonable period of
 23 time, not exceeding the life expectancy of the teacher
 24 and the teacher's beneficiary, if applicable.

25 (3) Payment based on the teacher's account balance
 26 in the form of a single life or joint life and
 27 survivorship annuity.

28 4. Persons employed by a school district or area
 29 education agency as an elementary or secondary school
 30 teacher on or after July 1, 2002, may elect coverage
 31 under the retirement system established in this
 32 section in lieu of coverage under the Iowa public
 33 employees' retirement system, pursuant to the
 34 requirements of section 97B.42."

35 3. By renumbering as necessary.

By DIX of Butler

VAN FOSSEN of Scott

JOHNSON of Osceola

MANTERNACH of Jones

HUSEMAN of Cherokee

BRADLEY of Clinton

RAECKER of Polk

SIEVERS of Scott

BRUNKHORST of Bremer

SUKUP of Franklin

ALONS of Sioux

DOLECHECK of Ringgold

KETTERING of Sac

DRAKE of Pottawattamie

HORBACH of Tama

JENKINS of Black Hawk

LARSON of Linn

H-2006 FILED MAY 4, 2001

w/d

5/7/01

(P. 1990)

SENATE FILE 476**H-2015**

1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. Page 4, line 18, by inserting after the word
 4 "Provide," the following: "subject to an
 5 appropriation by the general assembly for that
 6 purpose,".

By GREIMANN of Story

H-2015 FILED MAY 7, 2001*WID**5/7/01***SENATE FILE 476****H-2016**

1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. Page 12, line 20, by striking the word "not".

By STEVENS of Dickinson

H-2016 FILED MAY 7, 2001*Lost**4-7-01 (p. 1939)***SENATE FILE 476****H-2017**

1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. By striking page 19, line 28, through page 20,
 4 line 7.
 5 2. By renumbering as necessary.

By GREIMANN of Story

H-2017 FILED MAY 7, 2001*Lost**5/7/01 (p. 1941)***SENATE FILE 476****H-2018**

1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. Page 14, line 26, by striking the word "and".
 4 2. Page 14, line 27, by inserting after the word
 5 "section" the following: ", and who has been
 6 designated by the school district to perform
 7 evaluations".

By MASCHER of Johnson

H-2018 FILED MAY 7, 2001*Lost**5/7/01 (p. 1940)***SENATE FILE 476****H-2019**

1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. Page 14, line 23, by striking the words and
 4 figures "Effective until July 1, 2004, a" and
 5 inserting the following: "A".

By MASCHER of Johnson

H-2019 FILED MAY 7, 2001*Lost 5/7/01**(p. 1940)*

SENATE FILE 476

H-2021

1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:

3 1. Page 1, by inserting after line 28 the
4 following:

5 "_____ "Beginning principal" means an individual
6 newly licensed as an administrator by the board of
7 educational examiners under chapter 272, who is
8 assuming a position as a principal for a school
9 district."

10 2. Page 2, by inserting after line 23 the
11 following:

12 "For purposes of section 284.5A only, "mentor"
13 means an individual employed by a school district as
14 an administrator who holds a valid license issued
15 under chapter 272. The individual must have a record
16 of four years of successful employment as a school
17 principal, must be employed as an administrator on a
18 nonprobationary basis, and must demonstrate
19 professional commitment to both the improvement of
20 education quality and learning and the development of
21 beginning principals."

22 3. Page 6, by inserting after line 30 the
23 following:

24 "Sec _____ NEW SECTION 284.5A BEGINNING
25 PRINCIPAL MENTORING PROGRAM.

26 1. A beginning principal mentoring program is
27 created to promote excellence in school
28 administration, enhance teacher and student
29 achievement, build a supportive environment within
30 school districts, increase the retention of promising
31 beginning principals, and promote the personal and
32 professional well-being of principals. Prior to the
33 completion of the 2001-2002 school year, a school
34 district shall, at a minimum, provide an approved
35 beginning principal mentoring program for all
36 beginning principals.

37 2. The state board shall adopt rules to administer
38 this section.

39 3. Each participating school district shall
40 develop an initial beginning principal mentoring plan.
41 The plan shall be included in the school district's
42 comprehensive school improvement plan submitted
43 pursuant to section 256.7, subsection 21. The
44 beginning principal mentoring plan shall, at a
45 minimum, provide for a two-year sequence of mentoring
46 program content and activities to support the Iowa
47 teaching standards and beginning principal
48 professional and personal needs; mentor training;
49 placement of mentors and beginning principals; the
50 process for dissolving mentor and beginning principal

H-2021

H-2021

Page 2

- 1 partnerships; structure for mentor selection and
- 2 assignment of mentors to beginning principals, a
- 3 district facilitator, and program evaluation.
- 4 5. Upon completion of the program, the beginning
- 5 principal shall be comprehensively evaluated."
- 6 4 By renumbering as necessary.

By STEVENS of Dickinson

H-2021 FILED MAY 7, 2001

*Lost 5/7/01**(p. 1935)***SENATE FILE 476****H-2020**

- 1 Amend Senate File 476, as amended, passed, and
- 2 reprinted by the Senate, as follows:
- 3 1 Page 11, by striking lines 8 through 11 and
- 4 inserting the following: "year."

By MASCHER of Johnson

H-2020 FILED MAY 7, 2001

*Lost 4/7/01 (p. 1937)***SENATE FILE 476****H-2013**

- 1 Amend Senate File 476, as amended, passed, and
- 2 reprinted by the Senate, as follows:
- 3 1 Page 2, line 17, by inserting after the word
- 4 "teacher" the following: "or a retired teacher".

By LENSING of Johnson

H-2013 FILED MAY 7, 2001

*Adopted 5/7/01 (p. 1935)***SENATE FILE 476****H-2014**

- 1 Amend the amendment, H-1997, to Senate File 476, as
- 2 amended, passed, and reprinted by the Senate, as
- 3 follows:
- 4 1. Page 2, by striking line 21 and inserting the
- 5 following: "subject to mandatory negotiations under
- 6 chapter 20."

By STEVENS of Dickinson

H-2014 FILED MAY 7, 2001

o/o 5/7/01

SENATE FILE 476

H-2022

1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:

3 1. Page 5, by inserting after line 9, the
4 following:

5 "h. Adopt a classroom code of conduct pursuant to
6 section 280.28."

7 2. Page 19, by inserting after line 24, the
8 following:

9 "Sec. ____ . NEW SECTION. 280.28 CLASSROOM CONDUCT
10 CODE.

11 1. A code of classroom conduct shall be developed
12 by each school district, and reviewed on an annual
13 basis, commencing with the school budget year
14 beginning July 1, 2001. The code shall be adopted by
15 the school district board of directors after
16 consultation with a classroom conduct committee
17 comprised of residents of the school district. The
18 committee shall consist of parents, pupils, members of
19 the school board, school administrators, teachers,
20 counselors employed by the school district, and other
21 residents of the school district appointed to the
22 committee by the board. The code of classroom conduct
23 shall not be required to be uniform across school
24 districts, but shall, at a minimum, include the
25 following:

26 a. A determination of what constitutes dangerous,
27 disruptive, or unruly behavior, or behavior which
28 interferes with the ability of a teacher to teach
29 effectively, and which warrants removal of a pupil
30 from the classroom.

31 b. A procedure for the notification of a parent or
32 guardian of a pupil that the pupil has been removed
33 from a classroom.

34 c. A procedure for determining the appropriate
35 alternative placement of a pupil who has been removed
36 from a classroom.

37 d. Provisions which are consistent with sections
38 280.21, 280.21B, 280.24, 282.4, and 282.5.

39 2. A teacher may remove a pupil from a classroom
40 for a violation of the school district's code of
41 classroom conduct. A pupil who has been removed from
42 a classroom shall immediately be sent to the office of
43 the school principal, and the pupil's parent or
44 guardian shall be notified of the removal."

45 3. By renumbering as necessary.

By TREMMEL of Wapello

H-2022 FILED MAY 7, 2001

Not Hermone
5/7/01
(P. 1937)

SENATE FILE 476

H-2023

- 1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:
- 3 1. Page 1, lines 18 and 19, by striking the words
4 and figures "sections 284.5 and 284.6" and inserting
5 the following: "section 284.5".
- 6 2. Page 3, by striking lines 11 and 12 and
7 inserting the following:
- 8 "a. Demonstrates support for and implementation of
9 the school district's student achievement goals."
- 10 3. Page 3, lines 18 and 19, by striking the words
11 ", including the use of technology for curriculum
12 integration".
- 13 4. Page 3, line 31, by striking the word "model"
14 and inserting the following: "models".
- 15 5. Page 4, line 3, by striking the word "model"
16 and inserting the following: "models".
- 17 6. Page 4, line 4, by striking the word
18 "annually".
- 19 7. Page 4, line 5, by striking the word
20 "however," and inserting the following: "immediately
21 after the school year in which a contract period
22 ends,".
- 23 8. Page 4, by striking lines 19 and 20 and
24 inserting the following: "the equivalent of two or
25 more additional contract days, outside of instruction
26 time, than were provided in the school year
27 preceding".
- 28 9. Page 5, line 33, by inserting after the word
29 "teacher" the following: "mentoring and".
- 30 10. Page 6, by inserting after line 12 the
31 following:
- 32 "____. A beginning teacher shall be informed by the
33 school district, prior to the beginning teacher's
34 participation in a mentoring and induction program, of
35 the criteria upon which the beginning teacher shall be
36 evaluated and of the evaluation process utilized by
37 the school district."
- 38 11. Page 9, line 23, by striking the figure "(3)"
39 and inserting the following: "(2)".
- 40 12. Page 11, lines 14 and 15, by striking the
41 words and figures "starting July 1, 2001," and
42 inserting the following: ", preceding participation,
43 as set forth in section 284.4".
- 44 13. Page 13, line 20, by striking the word
45 "model" and inserting the following: "models".
- 46 14. Page 14, line 10, by inserting after the
47 figure "2." the following: "a."
- 48 15. Page 14, by inserting after line 22 the
49 following:
- 50 "b. However, an administrator licensed in

H-2023

H-2023

Page 2

1 accordance with section 272.2, subsection 13,
2 paragraph "a", shall not be eligible to enroll in the
3 evaluator training program."

4 16. By striking page 15, line 8, through page 16,
5 line 7, and inserting the following:

6 "Sec. ____ . NEW SECTION. 284.11 PILOT PROGRAM FOR
7 TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

8 1. It is the intent of the general assembly to
9 create a statewide team-based variable pay program to
10 reward individual attendance centers for improvement
11 in student achievement. A pilot program is
12 established to give Iowa school districts with one or
13 more participating attendance centers the opportunity
14 to explore and demonstrate successful methods to
15 implement team-based variable pay. The department
16 shall develop and administer the pilot program. Each
17 school district approved by the department to
18 participate in the pilot program shall administer
19 valid and reliable standardized assessments at the
20 beginning and end of the school year to demonstrate
21 growth in student achievement.

22 2. All licensed practitioners employed at a
23 participating attendance center that has demonstrated
24 improvement in student achievement shall share in a
25 cash award. However, the school district is
26 encouraged to extend cash awards to other staff
27 employed at the attendance center.

28 3. The principal, with the participation of a team
29 of licensed practitioners appointed by the principal,
30 at each participating attendance center within a
31 school district shall annually submit district
32 attendance center student performance goals to the
33 school board for approval. The attendance center
34 goals must be aligned with the school improvement
35 goals for the district developed in accordance with
36 section 256.7, subsection 21. The district shall
37 determine the designation of an attendance center for
38 purposes of this section. The attendance center
39 student performance goals may differ from attendance
40 center to attendance center and may contain goals and
41 indicators in addition to the comprehensive school
42 improvement plan. An attendance center shall
43 demonstrate student achievement through the use of
44 multiple measures that are valid and reliable.

45 4. Each participating district shall create ~~its~~
46 own design for a team-based pay plan linked to the
47 district's comprehensive school improvement plan. The
48 plan must include attendance center student
49 performance goals, student performance levels,
50 multiple indicators to determine progress toward

H-2023

-2-

H-2023

Page 3

1 attendance center goals, and a system for providing
2 financial rewards. The team-based pay plan shall be
3 approved by the local board.

4 5. Each district team-based pay plan shall be
5 reviewed by the department. The department shall
6 include a review of the locally established goals,
7 targeted levels of improvement, assessment strategies,
8 and financial reward system.

9 6. A district electing to initiate a team-based
10 variable pay plan according to this section during the
11 school year beginning July 1, 2001, shall notify the
12 department of its election in writing no later than
13 August 1, 2001. The department shall certify the
14 school district plan by October 1, 2001."

15 17. Page 16, by striking line 11 and inserting
16 the following:

17 "a. Student achievement scores in mathematics and
18 reading at the fourth and eighth grade levels on a
19 district-by-district basis as reported to the local
20 communities pursuant to section 256.7, subsection 21,
21 paragraph "c"."

22 18. Page 16, line 18, by inserting after the word
23 "education," the following: "the legislative
24 education accountability and oversight committee,".

25 19. Page 17, line 11, by striking the word "a".

26 20. Page 17, line 12, by striking the word
27 "model" and inserting the following: "models".

28 21. Page 18, by striking lines 10 through 15.

29 22. Page 18, line 18, by striking the figure "16"
30 and inserting the following: "17".

31 23. Page 19, line 4, by striking the words and
32 figure "paragraphs 1 and" and inserting the following:
33 "paragraph".

34 24. Page 19, line 5, by striking the word "are"
35 and inserting the following: "is".

36 25. Page 19, by striking lines 6 through 21.

37 26. Page 19, line 24, by inserting after the word
38 "apply." the following: "However, if the probationary
39 teacher is a beginning teacher who fails to
40 successfully complete a beginning teacher mentoring
41 and induction program in accordance with chapter 284,
42 the provisions of sections 279.17 and 279.18 shall
43 also apply."

44 27. Page 20, by striking line 22 and inserting
45 the following: "recommend assessment models for use
46 in accurately measuring".

47 28. Page 21, by inserting after line 33 the
48 following:

49 "Sec. _____. CONTINGENT EFFECTIVENESS. Section
50 284.10, subsection 2, paragraph "b", as enacted in

H-2023

H-2023

Page 4

- 1 this Act, takes effect only if 2001 Iowa Acts, House
 2 File 670 is enacted."
 3 29. Title page, line 2, by inserting after the
 4 word "program" the following: "and providing for
 5 contingent effectiveness".
 6 30. By renumbering as necessary.

By CARROLL of Poweshiek
 GRUNDBERG of Polk
 WISE of Lee

H-2023 FILED MAY 7, 2001

Adopted
5/7/01 (P. 1934)

SENATE FILE 476

H-2024

- 1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. By striking everything after the enacting
 4 clause and inserting the following:
 5 "Section 1. ALLOWABLE GROWTH SUPPLEMENTAL AMOUNT.
 6 Funds appropriated for the establishment of a student
 7 achievement and teacher quality program in House File
 8 413, if enacted by the Seventy-ninth General Assembly,
 9 First Session, shall be distributed as an allowable
 10 growth supplemental amount for the school budget year
 11 beginning July 1, 2001. Notwithstanding section
 12 257.8, subsection 2, the department of management
 13 shall calculate the regular program allowable growth
 14 for the budget year beginning July 1, 2001, by
 15 multiplying the state percent of growth for the budget
 16 year by the regular program state cost per pupil for
 17 the base year, and adding to the resulting product
 18 eighty-one dollars. For purposes of determining the
 19 amount of a budget adjustment as defined in section
 20 257.14 for the budget year beginning July 1, 2001,
 21 eighty-one dollars shall be subtracted from a school
 22 district's regular program cost per pupil for the
 23 budget year beginning July 1, 2001, prior to
 24 determining the amount of the adjustment. Amounts
 25 received pursuant to this section shall be utilized by
 26 school districts to enhance student achievement and
 27 teacher quality."

By GARMAN of Story

H-2024 FILED MAY 7, 2001

Let 5/7/01
(P. 1929)

SENATE FILE 476

H-2026

- 1 Amend the amendment, H-2023, to Senate File 476, as
 2 amended, passed, and reprinted by the Senate, as
 3 follows:
 4 1. Page 1, line 8, by inserting after the word
 5 "Demonstrates" the following: "ability to enhance
 6 academic performance and".

By CARROLL of Poweshiek

H-2026 FILED MAY 7, 2001

adopted 5/7/01 (P. 1933)

SENATE FILE 476

H-2032

1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. Page 4, line 18, by striking the words
 4 "beginning in the second year of participation" and
 5 inserting the following: "after the participating
 6 school district has met the minimum salary
 7 requirements of section 284.7".

By MASCHER of Johnson

H-2032 FILED MAY 7, 2001

Lost
5/7/01 (P. 1936)

SENATE FILE 476

H-2034

1 Amend the amendment, H-2023, to Senate File 476, as
 2 amended, passed, and reprinted by the Senate, as
 3 follows:
 4 1. Page 3, line 24, by inserting after the word
 5 "committee," the following: "the deans of the
 6 colleges of education at approved practitioner
 7 preparation institutions in this state,".

By MASCHER of Johnson

H-2034 FILED MAY 7, 2001

Adopted
5/7/01
(P. 1934)

SENATE FILE 476

H-2038

1 Amend the amendment, H-2023, to Senate File 476, as
 2 amended, passed, and reprinted by the Senate, as
 3 follows:
 4 1. Page 2, by striking lines 16 through 21 and
 5 inserting the following: "shall develop and
 6 administer the pilot program. The department shall
 7 determine school district growth in student
 8 achievement using the information reported by a
 9 participating school district to the department in
 10 accordance with section 256.7, subsection 21, which
 11 shall be submitted to the department by the school
 12 district by individual attendance center."

By WINCKLER of Scott

H-2038 FILED MAY 7, 2001

Lost
5/7/01
(P. 1933)

SENATE FILE 476

H-2035

1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:

3 1. Page 11, by striking lines 23 through 27 and
4 inserting after the following:

5 " _____. Notwithstanding section 284.4, subsection 2,
6 effective July 1, 2004, teacher performance shall be
7 reviewed annually for purposes of assisting the
8 teacher in making continuous improvement. The annual
9 review shall be conducted by a certified evaluator who
10 shall be selected by an administrator after
11 consultation with the teacher. School districts are
12 encouraged to make available time for and to utilize
13 peer review and peer coaching techniques when
14 conducting the annual review. The annual review need
A 15 not be conducted if the teacher has been
16 comprehensively reviewed during the same school year.
17 The".

B 18 2. Page 11, line 29, by striking the word
19 "should" and inserting the following: "may".

20 3. Page 19, by inserting after line 24 the
21 following:

22 "Sec. _____. Section 294A.14, unnumbered paragraphs
23 3 and 4, Code 2001, are amended to read as follows:

24 A plan shall be developed using the procedure
25 specified under section 294A.15. The plan shall
26 provide for the establishment of a performance-based
27 pay plan, a supplemental pay plan, a combination of
28 the two pay plans, or comprehensive school
29 transformation programs, and shall include a budget
30 for the cost of implementing the plan. In addition to
31 the costs of providing additional salary for teachers
32 and the amount required to pay the employers' share of
33 the federal social security and Iowa public employees'
34 retirement system, or a pension and annuity retirement
35 system established under chapter 294, and payments on
36 the additional salary, the budget may include costs
37 associated with providing specialized or general
A 38 training. Moneys received under phase III shall not
39 be used to employ additional employees of a school
40 district, except that phase III moneys may be used to
41 employ substitute teachers, part-time teachers, and
42 other employees needed to implement plans that provide
43 innovative staffing patterns, or that require that a
44 teacher employed on a full-time basis be absent from
45 the classroom for specified periods for fulfilling
46 other instructional duties or to participate on a peer
47 review team or in peer coaching efforts. However, all
48 teachers employed are eligible to receive additional
49 salary under an approved plan.

50 For the purpose of this section, a performance-

H-2035

H-2035

Page 2

A 1 based pay plan shall provide for salary increases for
 2 teachers who demonstrate superior performance in
 3 completing assigned duties. The plan shall include
 4 the method used to determine superior performance of a
 5 teacher. For school districts, the plan may include
 6 assessments of ~~specific teaching behavior performance~~,
 7 assessments of student performance, assessments of
 8 other characteristics associated with effective
 9 teaching, or a combination of these criteria."
 10 4. By renumbering as necessary.

By MASCHER of Johnson

H-2035 FILED MAY 7, 2001

A. adopted 5/7/01 (p. 1939)
 B. Lost 5/7/01 (p. 1939)

SENATE FILE 476

H-2036

1 Amend Senate File 476, as amended, passed, and
 2 reprinted by the Senate, as follows:
 3 1. Page 17, by inserting after line 8 the
 4 following:
 5 "Sec. ____ . NEW SECTION. 284.15 INTENT -- REPEAL.
 6 1. It is the intent of the general assembly to
 7 appropriate funds in an amount of at least three
 8 hundred million dollars annually for purposes of the
 9 student achievement and teacher quality program by the
 10 fiscal year beginning July 1, 2006.
 11 2. If funds appropriated by the general assembly
 12 for the fiscal year beginning July 1, 2002, and each
 13 succeeding fiscal year, for purposes of this chapter
 14 do not exceed the prior year's appropriation for
 15 purposes of this chapter, this chapter is repealed
 16 effective July 1 of the fiscal year for which the
 17 general assembly failed to appropriate moneys
 18 exceeding the prior year's appropriation for purposes
 19 of this chapter."
 20 2. By renumbering as necessary.

By MASCHER of Johnson

H-2036 FILED MAY 7, 2001

Lost
 5/7/01 (p. 1941)

SENATE FILE 476

H-2037

1 Amend the amendment, H-2023, to Senate File 476, as
 2 amended, passed, and reprinted by the Senate, as
 3 follows:
 4 1. Page 3, by striking line 3 and inserting the
 5 following: "subject to mandatory negotiations under
 6 chapter 20."

By STEVENS of Dickinson

H-2037 FILED MAY 7, 2001

Lost
 5/7/01

HOUSE AMENDMENT TO
SENATE FILE 476

S-3694

1 Amend Senate File 476, as amended, passed, and
2 reprinted by the Senate, as follows:
3 1. Page 1, lines 18 and 19, by striking the words
4 and figures "sections 284.5 and 284.6" and inserting
5 the following: "section 284.5".
6 2. Page 2, line 17, by inserting after the word
7 "teacher" the following: "or a retired teacher".
8 3. Page 3, by striking lines 11 and 12 and
9 inserting the following:
10 "a. Demonstrates ability to enhance academic
11 performance and support for and implementation of the
12 school district's student achievement goals."
13 4. Page 3, lines 18 and 19, by striking the words
14 ", including the use of technology for curriculum
15 integration".
16 5. Page 3, line 31, by striking the word "model"
17 and inserting the following: "models".
18 6. Page 4, line 3, by striking the word "model"
19 and inserting the following: "models".
20 7. Page 4, line 4, by striking the word
21 "annually".
22 8. Page 4, line 5, by striking the word
23 "however," and inserting the following: "immediately
24 after the school year in which a contract period
25 ends,".
26 9. Page 4, by striking lines 19 and 20 and
27 inserting the following: "the equivalent of two or
28 more additional contract days, outside of instruction
29 time, than were provided in the school year
30 preceding".
31 10. Page 5, line 33, by inserting after the word
32 "teacher" the following: "mentoring and".
33 11. Page 6, by inserting after line 12 the
34 following:
35 "_____. A beginning teacher shall be informed by the
36 school district, prior to the beginning teacher's
37 participation in a mentoring and induction program, of
38 the criteria upon which the beginning teacher shall be
39 evaluated and of the evaluation process utilized by
40 the school district."
41 12. Page 9, line 23, by striking the figure "(3)"
42 and inserting the following: "(2)".
43 13. Page 11, lines 14 and 15, by striking the
44 words and figures "starting July 1, 2001," and
45 inserting the following: ", preceding participation,
46 as set forth in section 284.4".
47 14. Page 11, by striking lines 23 through 27 and
48 inserting after the following:
49 "_____. Notwithstanding section 284.4, subsection 2,
50 effective July 1, 2004, teacher performance shall be

S-3694

S-3694

Page 2

1 reviewed annually for purposes of assisting the
2 teacher in making continuous improvement. The annual
3 review shall be conducted by a certified evaluator who
4 shall be selected by an administrator after
5 consultation with the teacher. School districts are
6 encouraged to make available time for and to utilize
7 peer review and peer coaching techniques when
8 conducting the annual review. The annual review need
9 not be conducted if the teacher has been
10 comprehensively reviewed during the same school year.
11 The".

12 15. Page 13, line 20, by striking the word
13 "model" and inserting the following: "models".

14 16. Page 14, line 10, by inserting after the
15 figure "2." the following: "a."

16 17. Page 14, by inserting after line 22 the
17 following:

18 "b. However, an administrator licensed in
19 accordance with section 272.2, subsection 13,
20 paragraph "a", shall not be eligible to enroll in the
21 evaluator training program."

22 18. By striking page 15, line 8, through page 16,
23 line 7, and inserting the following:

24 "Sec. ____ . NEW SECTION. 284.11 PILOT PROGRAM FOR
25 TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

26 1. It is the intent of the general assembly to
27 create a statewide team-based variable pay program to
28 reward individual attendance centers for improvement
29 in student achievement. A pilot program is
30 established to give Iowa school districts with one or
31 more participating attendance centers the opportunity
32 to explore and demonstrate successful methods to
33 implement team-based variable pay. The department
34 shall develop and administer the pilot program. Each
35 school district approved by the department to
36 participate in the pilot program shall administer
37 valid and reliable standardized assessments at the
38 beginning and end of the school year to demonstrate
39 growth in student achievement.

40 2. All licensed practitioners employed at a
41 participating attendance center that has demonstrated
42 improvement in student achievement shall share in a
43 cash award. However, the school district is
44 encouraged to extend cash awards to other staff
45 employed at the attendance center.

46 3. The principal, with the participation of a team
47 of licensed practitioners appointed by the principal,
48 at each participating attendance center within a
49 school district shall annually submit district
50 attendance center student performance goals to the

S-3694

-2-

S-3694

Page 3

1 school board for approval. The attendance center
2 goals must be aligned with the school improvement
3 goals for the district developed in accordance with
4 section 256.7, subsection 21. The district shall
5 determine the designation of an attendance center for
6 purposes of this section. The attendance center
7 student performance goals may differ from attendance
8 center to attendance center and may contain goals and
9 indicators in addition to the comprehensive school
10 improvement plan. An attendance center shall
11 demonstrate student achievement through the use of
12 multiple measures that are valid and reliable. .

13 4. Each participating district shall create its
14 own design for a team-based pay plan linked to the
15 district's comprehensive school improvement plan. The
16 plan must include attendance center student
17 performance goals, student performance levels,
18 multiple indicators to determine progress toward
19 attendance center goals, and a system for providing
20 financial rewards. The team-based pay plan shall be
21 approved by the local board.

22 5. Each district team-based pay plan shall be
23 reviewed by the department. The department shall
24 include a review of the locally established goals,
25 targeted levels of improvement, assessment strategies,
26 and financial reward system.

27 6. A district electing to initiate a team-based
28 variable pay plan according to this section during the
29 school year beginning July 1, 2001, shall notify the
30 department of its election in writing no later than
31 August 1, 2001. The department shall certify the
32 school district plan by October 1, 2001."

33 19. Page 16, by striking line 11 and inserting
34 the following:

35 "a. Student achievement scores in mathematics and
36 reading at the fourth and eighth grade levels on a
37 district-by-district basis as reported to the local
38 communities pursuant to section 256.7, subsection 21,
39 paragraph "c"."

40 20. Page 16, line 18, by inserting after the word
41 "education," the following: "the legislative
42 education accountability and oversight committee, the
43 deans of the colleges of education at approved
44 practitioner preparation institutions in this state,".

45 21. Page 17, line 11, by striking the word "a".

46 22. Page 17, line 12, by striking the word
47 "model" and inserting the following: "models".

48 23. Page 18, by striking lines 10 through 15.

49 24. Page 18, line 18, by striking the figure "16"
50 and inserting the following: "17".

S-3694

S-3694

Page 4

1 25. Page 19, line 4, by striking the words and
2 figure "paragraphs 1 and" and inserting the following:
3 "paragraph".

4 26. Page 19, line 5, by striking the word "are"
5 and inserting the following: "is".

6 27. Page 19, by striking lines 6 through 21.

7 28. Page 19, line 24, by inserting after the word
8 "apply." the following: "However, if the probationary
9 teacher is a beginning teacher who fails to
10 successfully complete a beginning teacher mentoring
11 and induction program in accordance with chapter 284,
12 the provisions of sections 279.17 and 279.18 shall
13 also apply."

14 29. Page 19, by inserting after line 24 the
15 following:

16 "Sec. ____ . Section 294A.14, unnumbered paragraphs
17 3 and 4, Code 2001, are amended to read as follows:

18 A plan shall be developed using the procedure
19 specified under section 294A.15. The plan shall
20 provide for the establishment of a performance-based
21 pay plan, a supplemental pay plan, a combination of
22 the two pay plans, or comprehensive school
23 transformation programs, and shall include a budget
24 for the cost of implementing the plan. In addition to
25 the costs of providing additional salary for teachers
26 and the amount required to pay the employers' share of
27 the federal social security and Iowa public employees'
28 retirement system, or a pension and annuity retirement
29 system established under chapter 294, and payments on
30 the additional salary, the budget may include costs
31 associated with providing specialized or general
32 training. Moneys received under phase III shall not
33 be used to employ additional employees of a school
34 district, except that phase III moneys may be used to
35 employ substitute teachers, part-time teachers, and
36 other employees needed to implement plans that provide
37 innovative staffing patterns, or ~~that~~ require that a
38 teacher employed on a full-time basis be absent from
39 the classroom for specified periods for fulfilling
40 other instructional duties or to participate on a peer
41 review team or in peer coaching efforts. However, all
42 teachers employed are eligible to receive additional
43 salary under an approved plan.

44 For the purpose of this section, a performance-
45 based pay plan shall provide for salary increases for
46 teachers who demonstrate superior performance in
47 completing assigned duties. The plan shall include
48 the method used to determine superior performance of a
49 teacher. For school districts, the plan may include
50 assessments of specific teaching behavior performance,

S-3694

S-3694

Page 5

1 assessments of student performance, assessments of
2 other characteristics associated with effective
3 teaching, or a combination of these criteria."

4 30. Page 20, by striking line 22 and inserting
5 the following: "recommend assessment models for use
6 in accurately measuring".

7 31. Page 21, by inserting after line 33 the
8 following:

9 "Sec. ____ . CONTINGENT EFFECTIVENESS. Section
10 284.10, subsection 2, paragraph "b", as enacted in
11 this Act, takes effect only if 2001 Iowa Acts, House
12 File 670 is enacted."

13 32. Title page, line 2, by inserting after the
14 word "program" the following: "and providing for
15 contingent effectiveness".

16 33. By renumbering, relettering, or redesignating
17 and correcting internal references as necessary.

RECEIVED FROM THE HOUSE

S-3694 FILED MAY 8, 2001
CONCURRED

(p. 1592)

SENATE FILE 476

AN ACT

RELATING TO THE ESTABLISHMENT OF A STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM AND PROVIDING FOR CONTINGENT
EFFECTIVENESS.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

Section 1. INTENT. It is the intent of the general assembly to create a student achievement and teacher quality program that acknowledges that outstanding teachers are a key component in student success. The program's goals are to enhance student achievement and to redesign compensation strategies and teachers' professional development. Such compensation strategies are designed to attract and retain high performing teachers, to reward teachers for improving their skills and knowledge in a manner that translates into better student learning, and to reward the staff of school attendance centers for improvement in student achievement.

Sec. 2. NEW SECTION. 284.1 STUDENT ACHIEVEMENT AND
TEACHER QUALITY PROGRAM.

A student achievement and teacher quality program is established to promote high student achievement. The program shall consist of the following four major elements:

1. Mentoring and induction programs that provide support for beginning teachers in accordance with section 284.5.
2. Career paths with compensation levels that strengthen Iowa's ability to recruit and retain teachers.
3. Professional development designed to directly support best teaching practices.
4. Team-based variable pay that provides additional compensation when student performance improves.

Sec. 3. NEW SECTION. 284.2 DEFINITIONS.

As used in this chapter, unless the context otherwise requires:

1. "Beginning teacher" means an individual serving under an initial provisional license, issued by the board of educational examiners under chapter 272, who is assuming a position as a classroom teacher.

2. "Classroom teacher" means an individual who holds a valid practitioner's license and who is employed under a teaching contract with a school district or area education agency in this state to provide classroom instruction to students.

3. "Comprehensive evaluation" means a summative evaluation of a teacher conducted by an evaluator for purposes of performance review, or recommendation for licensure based upon models developed pursuant to section 256.9, subsection 51, and to determine whether the teacher's practice meets the school district expectations for a career, career II, or advanced level.

4. "Department" means the department of education.

5. "Director" means the director of the department of education.

6. "Evaluator" means an administrator or other practitioner who successfully completes an evaluator training program pursuant to section 284.10.

7. "Mentor" means an individual employed by a school district or area education agency as a classroom teacher or a retired teacher who holds a valid license issued under chapter 272. The individual must have a record of four years of successful teaching practice, must be employed as a classroom teacher on a nonprobationary basis, and must demonstrate professional commitment to both the improvement of teaching and learning and the development of beginning teachers.

8. "School board" means the board of directors of a school district or a collaboration of boards of directors of school districts.

9. "State board" means the state board of education.

10. "Teacher" means an individual holding a practitioner's license issued under chapter 272, who is employed as a teacher, librarian, media specialist, or counselor in a nonadministrative position by a school district or area education agency pursuant to a contract issued by a board of directors under section 279.13. A teacher may be employed in both an administrative and a nonadministrative position by a board of directors and shall be considered a part-time teacher for the portion of time that the teacher is employed in a nonadministrative position. "Teacher" includes a licensed individual employed on a less than full-time basis by a school district through a contract between the school district and an institution of higher education with a practitioner preparation program in which the licensed teacher is enrolled.

Sec. 4. ~~NEW SECTION~~. 284.3 IOWA TEACHING STANDARDS.

1. For purposes of this chapter and for developing teacher evaluation criteria under chapter 279, the Iowa teaching standards are as follows:

- a. Demonstrates ability to enhance academic performance and support for and implementation of the school district's student achievement goals.
- b. Demonstrates competence in content knowledge appropriate to the teaching position.
- c. Demonstrates competence in planning and preparing for instruction.
- d. Uses strategies to deliver instruction that meets the multiple learning needs of students.
- e. Uses a variety of methods to monitor student learning.
- f. Demonstrates competence in classroom management.
- g. Engages in professional growth.
- h. Fulfills professional responsibilities established by the school district.

2. The school board and faculty shall collaborate to further define good teaching by enhancing the Iowa teaching standards in the following manner:

a. For purposes of comprehensive evaluations for beginning teachers, including the comprehensive evaluation required for the beginning teacher to progress to career teacher, the criteria shall be based upon the models developed pursuant to section 256.9, subsection 51, and established pursuant to chapter 20.

b. For purposes of comprehensive evaluations for teachers other than beginning teachers, the school board shall convene the members of the school board and representatives of the faculty, elected by the faculty, to establish criteria based upon the models developed pursuant to section 256.9, subsection 51. If the parties are unable to reach agreement by July 1, immediately after the school year in which a contract period ends, the model criteria shall become the school district's criteria.

Sec. 5. ~~NEW SECTION~~. 284.4 PARTICIPATION.

1. A school district is eligible to receive moneys appropriated for purposes specified in this chapter if the school board applies to the department to participate in the student achievement and teacher quality program and submits a written statement declaring the school district's willingness to do all of the following:

- a. Commit and expend local moneys to improve student achievement and teacher quality.
- b. Implement a beginning teacher mentoring and induction program as provided in this chapter.
- c. Provide, beginning in the second year of participation, the equivalent of two or more additional contract days, outside of instruction time, than were provided in the school year preceding the first year of participation, to provide additional time for teacher career development that aligns with student learning and teacher development needs, including the integration of technology into curriculum development, in order to achieve attendance center and districtwide student achievement goals outlined in the district comprehensive school improvement plan. School districts are encouraged to

develop strategies for restructuring the school calendar to provide for the most effective professional development. A school district that provides the equivalent of ten or more contract days for career development is exempt from this paragraph.

d. Adopt a teacher career development program in accordance with this chapter.

e. Adopt a teacher evaluation plan that, at minimum, requires a comprehensive evaluation of teachers in the participating district at least every five years based upon the Iowa teaching standards and requires administrators to complete evaluator training in accordance with section 284.10.

f. Adopt teacher career paths based upon demonstrated knowledge and skills in accordance with this chapter.

g. Adopt a team-based variable pay plan that rewards attendance center success upon the implementation of a statewide variable pay plan.

2. By July 1, 2003, each school district shall participate in the student achievement and teacher quality program.

Sec. 6. NEW SECTION. 284.5 BEGINNING TEACHER MENTORING AND INDUCTION PROGRAM.

1. A beginning teacher mentoring and induction program is created to promote excellence in teaching, enhance student achievement, build a supportive environment within school districts, increase the retention of promising beginning teachers, and promote the personal and professional well-being of classroom teachers. Prior to the completion of the 2001-2002 school year, a school district shall, at a minimum, provide an approved beginning teacher mentoring and induction program for all classroom teachers who are beginning teachers.

2. The state board shall adopt rules to administer this section.

3. Notwithstanding subsection 1, a school district may provide a beginning teacher mentoring and induction program for all classroom teachers who are beginning teachers in the school years beginning July 1, 2001, and July 1, 2002.

4. Each participating school district shall develop an initial beginning teacher mentoring and induction plan. The plan shall be included in the school district's comprehensive school improvement plan submitted pursuant to section 256.7, subsection 21. The beginning teacher mentoring and induction plan shall, at a minimum, provide for a two-year sequence of induction program content and activities to support the Iowa teaching standards and beginning teacher professional and personal needs; mentor training that includes, at a minimum, skills of classroom demonstration and coaching, and district expectations for beginning teacher competence on Iowa teaching standards; placement of mentors and beginning teachers; the process for dissolving mentor and beginning teacher partnerships; district organizational support for released time for mentors and beginning teachers to plan, provide demonstration of classroom practices, observe teaching, and provide feedback; structure for mentor selection and assignment of mentors to beginning teachers; a district facilitator; and program evaluation.

5. A beginning teacher shall be informed by the school district, prior to the beginning teacher's participation in a mentoring and induction program, of the criteria upon which the beginning teacher shall be evaluated and of the evaluation process utilized by the school district.

6. Upon completion of the program, the beginning teacher shall be comprehensively evaluated to determine if the teacher meets expectations to move to the career level. The school district shall recommend a beginning teacher who has successfully completed the program for an educational license. A school district may offer a teacher a third year of participation in the program if, after conducting a comprehensive evaluation, the school district determines that the teacher is likely to successfully complete the mentoring and induction program by the end of the third year of eligibility. A teacher granted a third year of eligibility shall develop a teacher's mentoring and induction program plan

in accordance with this chapter and shall undergo a comprehensive evaluation at the end of the third year. The board of educational examiners shall grant a one-year extension of the beginning teacher's provisional license upon notification by the school district that the teacher will participate in a third year of the school district's program.

Sec. 7. NEW SECTION. 284.6 TEACHER CAREER DEVELOPMENT.

1. The department shall coordinate a statewide network of career development for Iowa teachers. A participating school district or career development provider that offers a career development program in accordance with section 256.9, subsection 51, shall demonstrate that the program contains the following:

- a. Support that meets the career development needs of individual teachers and is aligned with the Iowa teaching standards.
- b. Research-based instructional strategies aligned with the school district's student achievement needs and the long-range improvement goals established by the district.
- c. Instructional improvement components including student achievement data, analysis, theory, classroom demonstration and practice, technology integration, observation, reflection, and peer coaching.
- d. An evaluation component that documents the improvement in instructional practice and the effect on student learning.

2. The department shall identify models of career development practices that produce evidence of the link between teacher training and improved student learning.

3. A participating school district shall incorporate a district career development plan into the district's comprehensive school improvement plan submitted to the department in accordance with section 256.7, subsection 21. The district career development plan shall include a description of the means by which the school district will provide access to all teachers in the district to career development programs or offerings that meet the requirements

of subsection 1. The plan shall align all career development with the school district's long-range student learning goals and the Iowa teaching standards. The plan shall indicate the school district's approved career development provider or providers.

4. In cooperation with the teacher's supervisor, the teacher employed by a participating school district shall develop an individual teacher career development plan. The individual plan shall be based, at minimum, on the needs of the teacher, the Iowa teaching standards, and the student achievement goals of the attendance center and the school district as outlined in the comprehensive school improvement plan. The individual plan shall be reviewed by the teacher and the teacher's supervisor at the teacher's annual review, and shall be modified as necessary to reflect the individual teacher's and the school district's needs and the individual's progress in the plan.

5. School districts, a consortium of school districts, area education agencies, higher education institutions, and other public or private entities including professional associations may be approved by the state board to provide teacher career development. The career development program or offering shall, at minimum, meet the requirements of subsection 1. The state board shall adopt rules for the approval of career development providers and standards for the district career development plan.

Sec. 8. NEW SECTION. 284.7 IOWA TEACHER CAREER PATH.

To promote continuous improvement in Iowa's quality teaching workforce and to give Iowa teachers the opportunity for career recognition that reflects the various roles teachers play as educational leaders, an Iowa teacher career path is established for teachers employed by participating school districts. A participating school district shall raise teacher salaries to meet the requirements of this section. The Iowa teacher career path and salary minimums are as follows:

1. Effective July 1, 2001, the following career path levels are established and shall be implemented in accordance with this chapter:

a. BEGINNING TEACHER.

(1) A beginning teacher is a teacher who meets the following requirements:

(a) Has successfully completed an approved practitioner preparation program as defined in section 272.1.

(b) Holds a provisional teacher license issued by the board of educational examiners.

(c) Participates in the beginning teacher mentoring and induction program as provided in this chapter.

(2) The participating district shall increase the district's minimum salary for a first-year beginning teacher by at least one thousand five hundred dollars per year above the minimum salary paid to a first-year beginning teacher in the previous year unless the minimum salary for a first-year beginning teacher exceeds twenty-eight thousand dollars.

b. CAREER TEACHER.

(1) A career teacher is a teacher who meets the following requirements:

(a) Has successfully completed the beginning teacher mentoring and induction program and has successfully completed a comprehensive evaluation as provided in this chapter.

(b) Is reviewed by the school district as demonstrating the competencies of a career teacher.

(c) Holds a valid license issued by the board of educational examiners.

(d) Participates in teacher career development as set forth in this chapter and demonstrates continuous improvement in teaching.

(2) The participating district shall provide a two thousand dollar difference between the average beginning teacher salary and the minimum career teacher salary, unless the school district has a minimum career teacher salary that exceeds thirty thousand dollars.

2. It is the intent of the general assembly to establish and require the implementation of and provide for the implementation of the following additional career path levels by July 1, 2003:

a. CAREER II TEACHER.

(1) A career II teacher is a teacher who meets the requirements of subsection 1, paragraph "b", has met the requirements established by the school district that employs the teacher, and is evaluated by the school district as demonstrating the competencies of a career II teacher. The teacher shall have successfully completed a comprehensive evaluation in order to be classified as a career II teacher.

(2) It is the intent of the general assembly that the participating district shall establish a minimum salary for a career II teacher that is at least five thousand dollars greater than the minimum career teacher salary. It is further intended that the district shall adopt a plan that facilitates the transition of a career teacher to a career II level.

b. ADVANCED TEACHER.

(1) An advanced teacher is a teacher who meets the following requirements:

(a) Receives the recommendation of the review panel that the teacher possesses superior teaching skills and that the teacher should be classified as an advanced teacher.

(b) Holds a valid license from the board of educational examiners.

(c) Participates in teacher career development as outlined in this chapter and demonstrates continuous improvement in teaching.

(d) Possesses the skills and qualifications to assume leadership roles.

(2) It is the intent of the general assembly that the participating district shall establish a minimum salary for an advanced teacher that is at least thirteen thousand five hundred dollars greater than the minimum career teacher salary. In conjunction with the development of the review

panel pursuant to section 284.9, the department shall make recommendations to the general assembly by January 1, 2002, regarding the appropriate district-to-district recognition for advanced teachers and methods that facilitate the transition of a teacher to the advanced level.

3. A teacher shall be promoted one level at a time and a teacher promoted to the next career level shall remain at that level for at least one year before requesting promotion to the next career level.

4. If a comprehensive evaluation for a teacher is conducted in the fifth year of the teacher's status at the career level, and indicates that the teacher's practice no longer meets the standards for that level, a comprehensive evaluation shall be conducted in the next following school year. If the comprehensive evaluation establishes that the teacher's practice fails to meet the standards for that level, the teacher shall be ineligible for any additional pay increase other than a cost of living increase.

5. A teacher employed in a participating district shall not receive less compensation in that participating district than the teacher received in the school year, preceding participation, as set forth in section 284.4 due to implementation of this chapter. A teacher who achieves national board for professional teaching standards certification and meets the requirements of section 256.44 shall continue to receive the award as specified in section 256.44 in addition to the compensation set forth in this section.

Sec. 9. NEW SECTION. 284.8 EVALUATION REQUIREMENTS FOR CAREER, CAREER II, AND ADVANCED TEACHERS.

1. Notwithstanding section 284.4, subsection 2, effective July 1, 2004, teacher performance shall be reviewed annually for purposes of assisting the teacher in making continuous improvement. The annual review shall be conducted by a certified evaluator who shall be selected by an administrator after consultation with the teacher. School districts are

encouraged to make available time for and to utilize peer review and peer coaching techniques when conducting the annual review. The annual review need not be conducted if the teacher has been comprehensively reviewed during the same school year. The review shall include classroom observation of the teacher and should include supporting documentation from other supervisors, parents, and students.

2. In addition to evaluations agreed upon under chapter 20, a teacher shall be comprehensively evaluated based on the provisions of section 284.3 at least once every five years. Comprehensive evaluations shall be conducted by an administrator or the administrator's designee certified pursuant to section 284.10. The evaluation shall include, at minimum, classroom observation of the teacher, the teacher's progress and implementation of the teacher's individual career development plan; should include supporting documentation from other supervisors, teachers, parents, and students; and may include video portfolios as evidence of teaching practices. A teacher may be comprehensively evaluated for purposes of performance review or recommendation for licensure, and shall be comprehensively evaluated for advancement in the career path established pursuant to section 284.7.

3. If a teacher is denied advancement based upon a comprehensive evaluation, the teacher may appeal the decision to an adjudicator under the process established under section 279.17. However, the decision of the adjudicator is final. If a district does not recommend a teacher for continued employment or licensure based upon a comprehensive evaluation, the provisions of sections 279.14, 279.17, and 279.18 shall apply. A teacher may file one cause of action objecting to the contents or procedures of a comprehensive evaluation and the objections shall not be subject to the grievance procedures negotiated in accordance with chapter 20.

4. This section applies only to career, career II, and advanced teachers.

Sec. 10. NEW SECTION. 284.9 REVIEW PANEL.

1. A career II teacher seeking to receive an advanced designation shall submit a portfolio of work evidence aligned with the Iowa teaching standards to a review panel established in accordance with subsection 2. A majority of the evidence in the portfolio shall be classroom-based. The review panel shall evaluate the career II teacher's portfolio to determine whether the teacher demonstrates superior teaching skills and shall make a recommendation to the board of educational examiners whether or not the teacher shall receive an advanced designation. The standards for recommendation include, but are not limited to, meeting the Iowa teaching standards at an advanced level.

2. The department shall establish up to five regional review panels consisting of five members per panel. Each panel shall include, at a minimum, a nationally board-certified teacher and a school district administrator. Panel members shall be appointed by the director and shall possess the knowledge necessary to determine the quality of the evidence submitted in an applicant's portfolio. Panel members shall serve a staggered three-year term and may be reappointed to a second term. The department shall provide support and evaluation training for panel members and convene panels as needed.

3. To assure fairness and consistency in the evaluation process, the review panels may perform random audits of the comprehensive evaluations conducted by evaluators throughout the state, and may randomly review performance-based evaluation models developed by school districts in accordance with section 284.3, subsection 2. The review of the evaluation models shall ensure that the model is at least equivalent to the state models developed pursuant to section 256.9, subsection 51.

4. A teacher who does not receive a recommendation from a review panel may appeal that denial to an administrative law judge located in the department of inspections and appeals. The state shall not be liable for a teacher's attorney fees,

costs, or damages that may result from an appeal of a review panel's decision. The state board shall adopt rules to administer this section.

Sec. 11. NEW SECTION. 284.10 EVALUATOR TRAINING PROGRAM.

1. The department shall establish an evaluator training program to improve the skills of school district evaluators in making employment decisions, making recommendations for licensure, and moving teachers through a career path as established under this chapter. The department shall consult with persons representing teachers, national board-certified teachers, administrators, school boards, higher education institutions with approved practitioner and administrator preparation programs, and with persons from the private sector knowledgeable in employment evaluation and evaluator training in order to develop standards and requirements for the program. Evaluator training programs offered pursuant to this chapter may be provided by a public or private entity. The department shall distribute a list of evaluator training program providers to each school district.

2. a. An administrator licensed under chapter 272 who conducts evaluations of teachers for purposes of this chapter shall complete the evaluator training program. A practitioner licensed under chapter 272 who is not an administrator may enroll in the evaluator training program. Enrollment preference shall be given to administrators. Upon successful completion, the provider shall certify that the administrator or other practitioner is qualified to conduct evaluations for employment, make recommendations for licensure, and make recommendations that a teacher is qualified to advance from one career path level to the next career path level pursuant to this chapter. Certification is for a period of five years and may be renewed.

b. However, an administrator licensed in accordance with section 272.2, subsection 13, paragraph "a", shall not be eligible to enroll in the evaluator training program.

3. Effective until July 1, 2004, a school district shall pay the amount of one thousand dollars for each individual who is licensed as a practitioner under chapter 272 on or after July 1, 2001, and who has been certified in accordance with this section. By October 1 annually, the school district shall notify the department of education of the number of individuals who have achieved certification in accordance with this section, and shall submit any documentation requested by the department.

4. By July 1, 2002, a higher education institution approved by the state board to provide an administrator preparation program shall incorporate the evaluator training program into the program offered by the institution.

5. Beginning July 1, 2002, the board of educational examiners shall require certification as a condition of issuing or renewing an administrator's license.

6. By July 1, 2004, the director shall develop and implement an evaluator training certification renewal program for administrators and other practitioners who need to renew a certificate issued pursuant to this section.

Sec. 12. NEW SECTION. 284.11 PILOT PROGRAM FOR TEAM-BASED VARIABLE PAY FOR STUDENT ACHIEVEMENT.

1. It is the intent of the general assembly to create a statewide team-based variable pay program to reward individual attendance centers for improvement in student achievement. A pilot program is established to give Iowa school districts with one or more participating attendance centers the opportunity to explore and demonstrate successful methods to implement team-based variable pay. The department shall develop and administer the pilot program. Each school district approved by the department to participate in the pilot program shall administer valid and reliable standardized assessments at the beginning and end of the school year to demonstrate growth in student achievement.

2. All licensed practitioners employed at a participating attendance center that has demonstrated improvement in student

achievement shall share in a cash award. However, the school district is encouraged to extend cash awards to other staff employed at the attendance center.

3. The principal, with the participation of a team of licensed practitioners appointed by the principal, at each participating attendance center within a school district shall annually submit district attendance center student performance goals to the school board for approval. The attendance center goals must be aligned with the school improvement goals for the district developed in accordance with section 256.7, subsection 21. The district shall determine the designation of an attendance center for purposes of this section. The attendance center student performance goals may differ from attendance center to attendance center and may contain goals and indicators in addition to the comprehensive school improvement plan. An attendance center shall demonstrate student achievement through the use of multiple measures that are valid and reliable.

4. Each participating district shall create its own design for a team-based pay plan linked to the district's comprehensive school improvement plan. The plan must include attendance center student performance goals, student performance levels, multiple indicators to determine progress toward attendance center goals, and a system for providing financial rewards. The team-based pay plan shall be approved by the local board.

5. Each district team-based pay plan shall be reviewed by the department. The department shall include a review of the locally established goals, targeted levels of improvement, assessment strategies, and financial reward system.

6. A district electing to initiate a team-based variable pay plan according to this section during the school year beginning July 1, 2001, shall notify the department of its election in writing no later than August 1, 2001. The department shall certify the school district plan by October 1, 2001.

Sec. 13. NEW SECTION. 284.12 REPORT.

1. The department shall annually report the statewide progress on the following:

- a. Student achievement scores in mathematics and reading at the fourth and eighth grade levels on a district-by-district basis as reported to the local communities pursuant to section 256.7, subsection 21, paragraph "c".
- b. Evaluator training program.
- c. Team-based variable pay for student achievement.
- d. Changes and improvements in the evaluation of teachers under the Iowa teaching standards.

2. The report shall be made available to the chairpersons and ranking members of the senate and house committees on education, the legislative education accountability and oversight committee, the deans of the colleges of education at approved practitioner preparation institutions in this state, the state board, the governor, and school districts by January 1.

1. School districts shall provide information as required by the department for the compilation of the report and for accounting and auditing purposes.

3. The department shall provide for a comprehensive independent evaluation of all components of the student achievement and teacher quality program and shall submit the results of the evaluation in the report submitted pursuant to subsection 2 by January 1, 2007.

4. The board of educational examiners shall compile statistical information from the results of the examinations administered pursuant to section 272.2, subsection 17. The information compiled shall identify the practitioner preparation programs from which the applicants graduated, but shall not identify applicants individually. The statistical information compiled by the board pursuant to this subsection is a public record. The board shall submit a review of the statistical information to the chairpersons and ranking members of the senate and house committees on education and the state board by December 1, 2003.

5. In developing administrative rules for consideration by the state board, the department shall consult with persons representing teachers, administrators, school boards, approved practitioner preparation institutions, other appropriate education stakeholders, and the legislative education accountability and oversight committee.

Sec. 14. Section 256.9, Code 2001, is amended by adding the following new subsection:

NEW SUBSECTION. 51. Develop core knowledge and skill criteria models, based upon the Iowa teaching standards, for the evaluation, the advancement, and for teacher career development purposes pursuant to chapter 284. The model criteria shall further define the characteristics of quality teaching as established by the Iowa teaching standards.

Sec. 15. Section 272.2, subsection 1, Code 2001, is amended to read as follows:

1. a. License practitioners, who do not hold or receive a license from another professional licensing board, and professional development programs, except for programs developed and offered by practitioner preparation institutions or area education agencies and approved by the state board of education. Licensing authority includes the authority to establish criteria for the licenses, including but not limited to establish issuance and renewal requirements, creation of create application and renewal forms, creation of create licenses that authorize different instructional functions or specialties, development of develop a code of professional rights and responsibilities, practice, and ethics, and the authority to develop any other classifications, distinctions, and procedures which may be necessary to exercise licensing duties. A code of professional rights and responsibilities, practice, and ethics shall address but not be limited to the habitual failure of a practitioner to fulfill contractual obligations under section 279.13.

b. Notwithstanding section 272.28, subsection 1, a teacher shall be licensed in accordance with rules adopted pursuant to

chapter 272, Code 2001, if the teacher successfully completes a beginning teacher mentoring program approved pursuant to chapter 256E on or before June 30, 2002, or is employed by a school district that does not offer a beginning teacher mentoring and induction program approved in accordance with this chapter during the school year beginning July 1, 2001,

Sec. 16. Section 272.2, Code 2001, is amended by adding the following new subsection:

NEW SUBSECTION. 17. a. Administer the Praxis II examination for knowledge of pedagogies and for not more than one content area to each individual who is applying for a provisional license prior to issuance of the license.

b. Examination fees for the examination required under this subsection shall be paid by the board. Costs incurred for additional content area examinations shall be paid by the applicant.

c. This subsection is repealed effective June 30, 2003.

Sec. 17. NEW SECTION. 272.26 MENTORING AND INDUCTION REQUIREMENT.

1. Effective July 1, 2003, requirements for teacher licensure beyond a provisional license shall include successful completion of a beginning teacher mentoring and induction program approved by the state board of education.

2. A teacher from an accredited nonpublic school or another state or country is exempt from the requirement of subsection 1 if the teacher can document three years of successful teaching experience within the past five years and meet or exceed the requirements contained in rules adopted under this chapter for endorsement and licensure.

Sec. 18. Section 279.19, unnumbered paragraph 2, Code 2001, is amended to read as follows:

In the case of the termination of a probationary teacher's contract, the provisions of sections 279.15 and 279.16 shall apply. However, if the probationary teacher is a beginning teacher who fails to successfully complete a beginning teacher mentoring and induction program in accordance with chapter

284, the provisions of sections 279.17 and 279.18 shall also apply.

Sec. 19. Section 294A.14, unnumbered paragraphs 3 and 4, Code 2001, are amended to read as follows:

A plan shall be developed using the procedure specified under section 294A.15. The plan shall provide for the establishment of a performance-based pay plan, a supplemental pay plan, a combination of the two pay plans, or comprehensive school transformation programs, and shall include a budget for the cost of implementing the plan. In addition to the costs of providing additional salary for teachers and the amount required to pay the employers' share of the federal social security and Iowa public employees' retirement system, or a pension and annuity retirement system established under chapter 294, and payments on the additional salary, the budget may include costs associated with providing specialized or general training. Moneys received under phase III shall not be used to employ additional employees of a school district, except that phase III moneys may be used to employ substitute teachers, part-time teachers, and other employees needed to implement plans that provide innovative staffing patterns, or that require that a teacher employed on a full-time basis be absent from the classroom for specified periods for fulfilling other instructional duties or to participate on a peer review team or in peer coaching efforts. However, all teachers employed are eligible to receive additional salary under an approved plan.

For the purpose of this section, a performance-based pay plan shall provide for salary increases for teachers who demonstrate superior performance in completing assigned duties. The plan shall include the method used to determine superior performance of a teacher. For school districts, the plan may include assessments of specific teaching behavior performance, assessments of student performance, assessments of other characteristics associated with effective teaching, or a combination of these criteria.

Sec. 20. Chapter 256E, Code 2001, is repealed.

Sec. 21. Section 272.33, Code 2001, is repealed effective July 1, 2002.

Sec. 22. PRACTITIONER PREPARATION CREDIT TRANSFER STUDY. The state board of regents shall conduct a study of the transfer of credits between practitioner preparation institutions, both in-state and out-of-state, to determine whether the transfer of credits by practitioner preparation institutions is fair and consistent. The state board shall collect information relating to the transfer and acceptance of credits from a representative sample of in-state and out-of-state practitioner preparation institutions. The state board shall identify actions that may be taken to improve the ability of a student to transfer credits earned in one practitioner preparation institution to another. The state board shall submit its findings and recommendations in a report to the senate and house of representatives standing committees on education by December 1, 2001.

Sec. 23. LEGISLATIVE EDUCATION ACCOUNTABILITY AND OVERSIGHT COMMITTEE. The legislative council is requested to establish a two-year legislative education accountability and oversight committee to conduct a comprehensive study of team-based variable pay and make recommendations for the implementation of a team-based variable pay plan component of the student achievement and teacher quality program.

The committee shall recommend the manner in which standards of performance are to be determined, the level of expected growth, the development of a student academic database, the timeline and procedure for the collection of student achievement data, identification of the structures of a team for purposes of equitable operation of the plan, and a timeline for implementation of the plan. The committee shall recommend assessment models for use in accurately measuring student achievement. The committee may recommend additional measures and reviews for the purpose of strengthening comprehensive school improvement plans through the implementation of team-based variable pay plans. The

committee shall monitor the progress of team-based variable pay pilot programs.

The committee shall recommend a means of evaluation designed to determine the effect of the student achievement and teacher quality plan on raising student achievement. The committee shall submit preliminary recommendations to the general assembly by December 15, 2001, and shall make its final recommendations to the general assembly by December 15, 2002.

The committee shall be composed of six voting members representing both political parties and both houses of the general assembly. Three members shall be appointed by the president of the senate, after consultation with the majority leader of the senate and the minority leader of the senate. The remaining three members shall be appointed by the speaker of the house of representatives after consultation with the majority and minority leaders of the house of representatives.

The committee shall also include the following ex officio, nonvoting members:

1. The director of the department of education or the director's designee.
2. One member who shall be appointed by the Iowa association of school boards.
3. One member who shall be appointed by the school administrators of Iowa.
4. Two members who shall be appointed independently by the state's two largest professional teachers associations.
5. One member who shall be appointed by the governor to represent the office of the governor.

It is the intent of the general assembly that the legislative education accountability and oversight committee oversee the policies established pursuant to this Act.

Sec. 24. STATE MANDATE FUNDING SPECIFIED. In accordance with section 25B.2, subsection 3, the state cost of requiring compliance with any state mandate included in this Act shall be paid by a school district from state school foundation aid

received by the school district under section 257.16. This specification of the payment of the state cost shall be deemed to meet all the state funding-related requirements of section 25B.2, subsection 3, and no additional state funding shall be necessary for the full implementation of this Act by and enforcement of this Act against all affected school districts.

Sec. 25. CONTINGENT EFFECTIVENESS. Section 284.10, subsection 2, paragraph "b", as enacted in this Act, takes effect only if 2001 Iowa Acts, House File 670 is enacted.

MARY E. KRAMER
President of the Senate

BRENT SIEGRIST
Speaker of the House

I hereby certify that this bill originated in the Senate and is known as Senate File 476, Seventy-ninth General Assembly.

MICHAEL E. MARSHALL
Secretary of the Senate

Approved 5/23, 2001

THOMAS J. VILSACK
Governor